



Essential Motivators

4 core patterns that drive our needs, talents, values and behaviors and align with our joy and fulfillment

About *Deene Morris*, MA, CECC, CPCC, PCC Founder, Inspire Leadership LLC



I am an executive leadership, culture and group coach, helping leaders, senior teams, boards and their organizations to cultivate trust, energize performance, and align with purpose, passion and action. My work is grounded in the belief that people are naturally creative, resourceful, and whole—and that we are meant to grow and find fulfillment in our work. .

With experience in both non-profit and entrepreneurial leadership, I bring a broad perspective to my work. Clients often describe my approach as warm, insightful, and energizing—with a dose of laughter and supportive feedback. Because I understand their challenges, we co-create practical, tailored solutions that spark insight and momentum. I walk alongside my clients through the bliss, the blisters, and the breakthroughs of meaningful growth.

I am a PCC certified coach with the International Coaching Federation and draw on a range of evidence-based frameworks, including Emotional Intelligence (EQ-i 2.0/360), Psychological Safety (The 4 Stages), MBTI® Master Practitioner, Interaction Styles™, Essential Motivators™, and the Hardiness Resilience Gauge. Clients describe my approach as insightful, energizing, and transformational. I also created and teach an adjunct graduate level course on psychological safety and EQ.

When I'm not coaching or facilitating, you'll find me in my garden, birdwatching, hiking with my husband and the dogs, cooking, reading and breaking bread with friends and family – and finding metaphors in everyday life that illuminate the leadership journey.

New Offering Fall Virtual Career Catalyst Group Coaching

- October 9 – December 4, 2025 (excluding October 30 & November 27)
- 🕒 9:00 AM PT | 12:00 PM ET
- What's included: ✅ 7 interactive group coaching sessions ✅ 3 private 1:1 coaching sessions
- ✅ 3 self-discovery assessments
- ✅ Powerful insight → action for your next chapter
- 🌐 Learn more on my website: <https://deenemorris.com/fall-group-coaching>
- 📞 Send me an email to book a Discovery call together

🌐 www.deenemorris.com
📧 Sign up for my blog: deenemorris.com/blog



Rank Least to Most Favorite

Catalyst

- Diplomatic Intelligence
- Personalize
- Meaning and Significance
- Unique Identity
- Ideals and Unity
- Personal Growth
- Maximize Potential
- Abstract and Affiliative

Stabilizer

- Logistical Intelligence
- Procedures
- Duty and Service
- Preserve and Uphold
- Contribute and Belong
- Monitor: Right Person, Place & Time
- Protect/Preserve/Provide for Others
- Concrete and Affiliative

Theorist

- Strategic Intelligence
- Complexity
- Knowledge and Competence
- Mastery and Self Control
- Devil's Advocate: why? Why? Why?
- Design – All Components
- Logical Consistency and Love of Debate
- Abstract and Pragmatic

Improviser

- Tactical Intelligence
- What's Next?
- Freedom to Act and Variety
- Impact and Adaptability
- Troubleshoot
- Relaxed, Informal
- Skillful Performance
- Concrete and Pragmatic



Essential Motivator Talents and Skill Sets

Catalyst™ Diplomatic Skill Set

- Build bridges between people
- Empathetic
- Strive to unify by understanding and resolving deeper issues while honoring individual uniqueness
- Move to abstract level to see different viewpoints and then integrate them together
- Help others harmonize and clarify values to bring unity to group
- Have foresight and vision for people and communicate it
- Help others find their path and inspire them to follow it
- Envision and mentor others to achieve potential

Stabilizer™ Logistical Skill Set

- Provide support and protection so things go right and don't go wrong
- Right things, right place, right time, right quality, right quantity, right people and not wrong people
- Attend to people's comforts and make things easy for others
- Standardize, investigate, monitor, oversee policies to create stability for group
- Investigate what's happened before, carefully describe where to go next, how to get there and then monitor it
- Shelter, protect and ensure safety and well-being
- Examine, assess and instruct to meet standards

Theorist™ Strategic Skill Set

- Think of and explain all possible contingencies, influencing factors and design processes for achieving result
- Abstractly analyze a situation and identify unthought-of possibilities
- Look at relationships between the goal and the means for unintended consequences
- Identify ways to improve and make progress toward long-term goals
- Integrate ideas into cohesive theories that strategically meet the wants and needs of others
- Generate and share a multitude of ideas and possibilities for action
- Mobilize and coordinate the actions of others to implement a strategy

Improviser™ Tactical Skill Set

- Read current context and situation
- Skillfully manage situation
- Get an expedient result
- Take action according to the needs of the moment and plan the next move
- Cleverly display, compose, execute with attention to impact and effect
- Compose and produce just the right result that expresses the input of all concerned
- Analyze and look at all angles, getting sense of situation and then be free to operate in the moment as things change
- Motivate others through fun presentations
- Promote and execute actions in response to the varying demands of situation and navigate obstacles

Core Motivators



Catalyst™ Diplomatic Skill Set		Stabilizer™ Logistical Skill Set	
Unity	Personalization	Procedures	Traditions
Personal Growth	Meaning and Significance	Duty	Dependable
Cooperative Interactions	Unique Identity	Service	Contribute
Helping Others Maximize Potential	Empathetic Relationships	Useful	Membership
Authenticity	Ideals	Preserve	Highly dependable, responsible attention to detail
Theorist™ Strategic Skill Set		Improviser™ Tactical Skill Set	
Complexity	Insights/Ideas	Be in the Now!	
Knowledge	Why? Why? Why?	Freedom to Act & Create	Adaptability
Competence	Logical Consistency	Variation	What's Next?
Mastery/Self Control	Love of Debate	Skillful Performance	Achieve Impressive, tangible results with efficiency
High Level & Long-Range Thinkers	Autonomy	Impact	Trouble Shoot
		Aesthetics	Fun, Playful & Informal

How to Support Self & Others

Catalyst™ Diplomatic Skill Set

How to Support Them

- Like them - know them
- Acknowledge their uniqueness
- Share or acknowledge values
- Be sincere
- Help provide an open, conflict-free workplace
- Ask for their help, support, creativity and collaboration
- Affirm and complement at least as much as criticize
- Notes:

Stabilizer™ Logistical Skill Set

How to Support Them

- Communicate and maintain clear timelines & reporting structures
- Give specific detailed instructions
- Get to the point & stick to it
- Address the bottom line
- Emphasize consistency & efficiency
- Include in new activities and membership
- Don't change what isn't broken
- Notes:

Theorist™ Strategic Skill Set

How to Support Them

- Introduce, allow and encourage WHY
- Allow for independent contributions, successes and failures
- Provide autonomy - don't micro-manage!
- Compliment them on their competence
- Identify clear quality standards
- Communicate future vision to put today's activity into a strategic framework
- Give them a new and complex project
- Notes:

Improviser™ Tactical Skill Set

How to Support Them

- Get to the point
- Make tasks a challenge
- Be realistic and practical
- Outline any critical guidelines, provide options, then back off and let them approach the task at their own pace and in their own way
- Relax and have some fun
- Back-off on long-range planning
- Notes:

Stressors and Pitfalls

Catalyst™ Diplomatic Skill Set	Stabilizer™ Logistical Skill Set
<p>Stressed By</p> <ul style="list-style-type: none"> • Insincerity and betrayal • Loss of meaning • Lack of integrity <p>Pitfalls</p> <ul style="list-style-type: none"> • Feel guilt, inflict guilt • Hold grudges • Find it difficult to face conflict, deliver bad news, take action that will bring negative reaction • Tendency to carry and emotionally rescue people – even if they don't want to be saved 	<p>Stressed By</p> <ul style="list-style-type: none"> • Abandonment • Instability • Lack of belonging <p>Pitfalls</p> <ul style="list-style-type: none"> • Can nit pick details and lose or miss the big picture • Adhere to structure, schedule and order to the point of rigidity • May do the wrong thing to stay on schedule or follow orders • Forget to praise good behavior while quick to criticize wrongdoing
Theorist™ Strategic Skill Set	Improviser™ Tactical Skill Set
<p>Stressed By</p> <ul style="list-style-type: none"> • Powerlessness • Incompetence • Lack of knowledge <p>Pitfalls</p> <ul style="list-style-type: none"> • Non-personal analysis and argumentation can make them seem uncaring and aloof – even regarded as arrogant and disrespectful of authority • May miss the immediate with their focus on “what if” • Tendency to make simple complex • Impatient and intolerant of incompetence and dismiss others' definition of competence 	<p>Stressed By</p> <ul style="list-style-type: none"> • Constraint • Boredom • Lack of impact <p>Pitfalls</p> <ul style="list-style-type: none"> • Little interest or concern beyond practical and immediate • Get bored easily and often • More starts than finishes • Little concern for promises, procedures and plans

Stress Antidotes

Catalyst™ Diplomatic Skill Set	Stabilizer™ Logistical Skill Set
<p>Antidotes</p> <ul style="list-style-type: none"> • Ask about our day/weekend and mean it • Acknowledge our unique contributions • Share or acknowledge our values • Be sincere • Address conflict thoughtfully • Ask for our help, support, creativity and collaboration • Affirm/ complement at least as much as criticize 	<p>Antidotes</p> <ul style="list-style-type: none"> • Communicate and maintain clear timelines & reporting structures • Give us specific & detailed instructions • Get to the point & stay on point • Address the bottom line • Emphasize consistency & efficiency • Include us in new activities and membership • Don't ask us to change what isn't broken!
Theorist™ Strategic Skill Set	Improviser™ Tactical Skill Set
<p>Antidotes</p> <ul style="list-style-type: none"> • Respect our WHY, WHY, WHY • Provide us independent contributions, successes and failures • Give us autonomy - don't micromanage us! • Compliment us on our competence • Give us clear quality standards • Communicate the future vision to provide today's activity with a strategic framework • Give us a new and complex project - always 	<p>Antidotes</p> <ul style="list-style-type: none"> • Get to the point! • We need challenging, short-term tasks • Be realistic and practical • Outline critical guidelines, provide options, then let us work it at our own pace and in our own way • We have to have some fun • We get stressed with sustained, long-range planning

