

Technical sheet for mentors



6. DRIVING FORCES

Mentorvention Phase	Dimension	Duration (mins)	Number of participants (min/max)
Foundation meeting	Initiative & Ownership	30	2-5
Learning-2-Learn dimension elements	<ul style="list-style-type: none"> - Taking responsibility for learning - Finding driving questions - Seeking input from others 		
Tags	Initiative, driving forces, ownership, responsibility, learning		

The aim of the activity

This activity will motivate the mentees to reflect on what drives them within different areas of life.

These reflections and the exercise of the Driving Force Icon shall help the mentees to discover what drives them to work and, in effect, the career pattern they have chosen. This will aid in goal setting and specification of what they want from a job.

Preparation

Print the activity sheet
Prepare pen/pencils
Follow instructions in the application section

Application

By completing this activity, the mentees will gain some clarity into different types of driving forces and will explore what drives them.

The mentees will be guided through the activity by the mentor. Use the guiding questions to help the mentees explore their driving forces and create a list.

- 1) Talk about the mentees' initial thoughts and ideas concerning driving forces and then present the activity by reading the introduction together
- 2) Ask the mentees to explore the driving force icon and answer the questions given in the activity sheet, that will help them explore and think about their driving forces and list them.
- 3) Afterwards, ask the mentees to read the Career Patterns section and to identify their own career pattern

Finally, after having done the exercise, the mentees will need to write down their driving forces after reflecting on the exercises and elaborate what they want from a job that compliments their driving forces.



Direct link to the activity handout on the learning platform

<https://upsim.aidlearn.eu/en/>



Activity tool

Driving Forces

Driven by desire or duty

We have different needs and different things that give us energy. Knowing and starting from your driving forces is comparable to filling your body with fuel, in other words, a lot of energy. A lot of people don't know what drives them.

It's important to ask why? Why do you work with the things you work with? Why do you want to become what you told yourself you want to become? What makes you leave your cosy bed every morning to go to work, day after day? What makes you, if you are the director of your workplace, for instance, take on a heavy responsibility for other people? This will help you affirm whether your driving forces give you vitality and energy.

Below is a driving force icon that demonstrates different driving forces. The higher up in the icon, the bigger the difference between people. What are your driving forces? What do the underlying forces consist of? Is it desire or is it duty? Is it fear or is it creativity? A basic need we all have in common is the need to be acknowledged. Beyond that, we are driven by things that have shaped us in life, such as childhood and upbringing, and the norms to which we are accustomed.

We are feeling at our best when desire and creativity are our primary driving forces.

Below you will also see different types of career patterns. These also influence our driving forces. Find out what type of career pattern is most fitting to you, it will also clarify your driving forces.

The Driving Force Icon

Exploring Your Driving Forces



One way of finding your driving forces can be to answer the questions below. Feel free to find inspirations in 'the highs' of your illustrated line of life above

Questions:

- What makes you go to work every morning?
- What gives you energy and what eats your energy? Elaborate
- When were you really focused on a task, so much that you (almost) forgot time and space? It could be something work related or non-work related. Elaborate.
- In which situations do you feel most alive? Describe the situations in detail.
- Think of what it is that you definitely want from your work. What is it that you can't give up when you prioritise your needs and driving forces?

Examples of Driving Forces:

Challenges, adventures, seeing results, people, fellowship, competing, getting attention, being physically active, creating, helping others, educate, improvise, numbers, writing, travelling, be free, controlling, selling, motivating, leading, earn money, status, meditate, pursuing, ideology, animals, analysing, security, aesthetics



Career Patterns

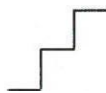
There are different types of career patterns. Behind each career pattern are different needs and driving forces. What kind of career pattern do you have?



Expert Career: The expert wants to have authority and master a subject or field. They often have a career that lasts throughout life. For example, a doctor, reverend or researcher

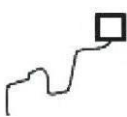


Spiral Career: This type of person is driven by curiosity, change and progress, and to help others progress. They work for about five years in the same position.



Linear Career: This type of person wants to advance towards higher positions with more responsibility, power, and a higher salary. They are driven by power, status, and challenges.

Episodic Career: Driven by freedom, the employment situation is more important than the job itself. Can change direction from time to time. Project work or seasonal employment.



Top-of-the-box Career: Tries to get as far as possible on one organisation. Driven by comfort.

My Driving Forces

This is what I want from a job

