

Blog post #1 DRiV 101

DRiV 101: What is the DRiV and How Can It Help You?

Leadership training and leadership development can be challenging, especially when the wrong person is selected for a job. Or what if someone you hire is a perfect fit...at first? But as weeks or months pass, you begin to see signs that this “star player” wasn’t the great addition to your team that you’d expected.

That was the case with Fen. She started her job with a lot of eagerness and excitement. She was ready to take on the world, it seemed, at her interview. In the first few weeks of her new position, she was always smiling. Since then, though, you’ve noticed a drastic change.

Rather than offering suggestions at team meetings, Fen keeps her head down, doodling in her notepad. In place of excitement, you’ve noticed her stifling yawns during interactions with her coworkers. During your one-on-one meetings, Fen seems disgruntled more than delighted by opportunities to learn new things or take on new projects.

What happened?

Though this story is fictional, the trajectory of far too many people in organizations is painfully similar. After all, no one starts at a job looking to fail, irritate others, or put up roadblocks. So, why does it occur so frequently?

The answer is surprisingly simple: most people who find themselves in these situations are working from a place of being drained, not driven. That’s where this powerful assessment tool, the DRiV, comes in. It’s backed by a wealth of scientific study and in-depth research.

What is The DRiV?

First, it’s helpful to clarify what the DRiV *isn’t*. It’s not a personality tool. It’s not a fluffy “you’re strong in this area but weak in this one” type of assessment. While the DRiV is an assessment tool it’s not *only* that. Because the DRiV is backed by research—lots and lots of research—it’s much more all-encompassing than other tools you may be familiar with.

There are many personality assessments available, but most aren’t backed by the kind of reputation and experience the DRiV is. Leadership Worth Following, LLC, (LWF) is the developer of the DRiV. This organization is made up of a group of passionate and seasoned psychologists,

consultants, and business professionals who work directly with clients to identify and develop their leaders. This is done through executive assessment and coaching.

Composed of 28 well-researched drivers, the DRiV is further broken down into six key factors. If you think of it as a filing cabinet, the drivers are the individual file folders that reside in each of the drawers, the factors.

This powerful combination helps you to answer the most important question—and one that other tools miss—the **why** behind it all. What drives your behavior? What drains it? And how do you create an environment that draws on your drivers more often and leaves you feeling drained less frequently?

The DRiV in Action

Let's look again at our example of Fen. In later posts, we'll go more in-depth as to the different drivers and how you can best leverage them for success. For now, though know that Fen is an Advocate in the DRiV. This means that she's growth-oriented and can be influential. It also means she is motivated by her relationship with others and her influence on them.

The trouble is that Fen's understanding of the work she'd be doing—fundraising for important annual campaigns—for your organization doesn't match the reality of her day-to-day life. While she was looking forward to making important community connections, meeting with board members, and working closely with the event planning team, instead, she's been spending most of her time cleaning up the donor database, reviewing and refreshing outdated materials, and spending lots and lots of time working alone in her office.

These are all tasks that drain Fen. And this is a great example of the power of the DRiV at work: when used properly, it helps to minimize the tasks, people, and situations that drain us and our team members. Instead, it focuses our attention on the tasks, people, and situations that drive us. These "drivers" are natural energy boosters.

Think of when you're working in your "sweet spot". Isn't it true that things just hum along? You might complete a task and when you stop for a break realize that hours have passed. That's a great sign that you're working with your drivers.

Who is the DRiV for?

In a nutshell, the DRiV is for *you*. Whether you're a solopreneur, the CEO of a tech startup firm, or the human resources manager to a nonprofit organization, the DRiV is effective for individuals and teams as well.

LWF has worked with companies of all sizes and industries, from C-suite executives to new managers, for more than 15 years. Leveraging a host of tools, our experts help leaders understand *how they are seen* (using 360 feedback tools), *what they tend to do* (traditional personality tools), and *skills they possess* (through work-related business simulations).

Just what is it that makes this assessment tool so effective? In our next post, we'll look more deeply at the science behind the DRiV. In the meantime, be sure to [reach out](#) with any questions you have about the tool or our [DRiV Solutions](#).