

# Motivation Alignment



Conflict or congruence is created from the interaction of motivations. The following is a graph that helps you understand what can be happening when your motivation is interacting with someone else's.

	Achieve	Integrate	Meaning
Achieve	<p>When the goal of both parties is different or one person wants to be the standout hero of the goal, conflict is created.</p> <p>When the goal for both parties is the same and the goal is more important than recognition, congruence can be created.</p>	<p>When the goal of achieving sacrifices the interests of the whole, conflict is created.</p> <p>When the desire to integrate gives preference to the goal of achieving, congruence can be assumed but might lack authenticity.</p>	<p>When the desire to achieve produces superficial results or sacrifices authenticity for outcomes, conflict will be created.</p> <p>When the outcome of the goal produces a meaningful experience, congruence can be created.</p>
Integrate		<p>When the core values of the two parties can not coexist, conflict is created.</p> <p>When the values of the two parties align, congruence can be created.</p>	<p>When what is meaningful is satisfied without authenticity, conflict is created.</p> <p>When meaning is accomplished through authentic acceptance, congruence can be created.</p>
Meaning			<p>When what is meaningful to one party can not coexist with what is meaningful to the other party, conflict is created.</p> <p>When both parties find agreement in meaning, congruence can be created.</p>