

MEMBER MOTIVATION QUIZ

This quiz helps you find the element that matches your leadership style. Answer honestly—there are no right or wrong answers. Tick (Answer (✓)) the answer that describes you best.

Which Element Are You? (Earth / Air / Fire / Water). Instructions:

1. In a Rotary meeting, I prefer to:

Code	Description	Answer (✓)
A	Jump in and help solve problems	
B	Think things through and analyse options	
C	Connect with people and have conversations	
D	Organise, plan, and make sure things run smoothly	

2. When asked to help with a project, I want to:

Code	Description	Answer (✓)
A	Get stuck in and do something hands-on	
B	Understand the purpose and design first	
C	Work with others and enjoy the experience	
D	Coordinate, delegate, or lead part of it	

3. I feel most satisfied when Rotary gives me:

Code	Description	Answer (✓)
A	Action and results	
B	Ideas, learning, and clarity	
C	Friendship and belonging	
D	Responsibility and influence	

4. I get frustrated in Rotary when:

Code	Description	Answer (✓)
A	There is too much talk, not enough action	
B	Decisions are made without thinking ahead	
C	People feel disconnected or ignored	
D	Things are disorganised or lack direction	

5. I am most energised by:

Code	Description	Answer (✓)
A	Doing something real and physical	
B	Discussing ideas or solving puzzles	
C	Sharing stories and building relationships	
D	Leading, planning, or improving systems	

6. I tend to:

Code	Description	Answer (✓)
A	Act first, reflect after	
B	Think first, act later	
C	Feel first, act accordingly	
D	Plan first, guide others to act	

7. My natural role in a group is:

Code	Description	Answer (✓)
A	The doer	
B	The thinker	
C	The connector	
D	The organiser or leader	

8. If I could redesign Rotary, I would:

Code	Suggestion	Answer (✓)
A	Add more hands-on projects	
B	Add more innovation and learning	
C	Add more social connection	
D	Add more structure and clear purpose	

SCORING

Mostly	Element	Keywords
A	FIRE	Action / Energy / Results
B	AIR	Ideas / Thinking / Strategy
C	WATER	Connection / Belonging / Relationships
D	EARTH	Structure / Stability / Leadership

Clubs need all four types to stay healthy. If one is missing, vitality drop

Question	A	B	C	D
1. In a Rotary meeting, I prefer to:	Jump in and help solve problems	Think things through and analyse options	Connect with people and have conversations	Organise, plan, and make sure things run smoothly
2. When asked to help with a project, I want to:	Get stuck in and do something hands-on	Understand the purpose and design first	Work with others and enjoy the experience	Coordinate, delegate, or lead part of it
3. I feel most satisfied when Rotary gives me:	Action and results	Ideas, learning, and clarity	Friendship and belonging	Responsibility and influence
4. I get frustrated in Rotary when:	There is too much talk, not enough action	Decisions are made without thinking ahead	People feel disconnected or ignored	Things are disorganised or lack direction
5. I am most energised by:	Doing something real and physical	Discussing ideas or solving puzzles	Sharing stories and building relationships	Leading, planning, or improving systems
6. I tend to:	Act first, reflect after	Think first, act later	Feel first, act accordingly	Plan first, guide others to act
7. My natural role in a group is:	The doer	The thinker	The connector	The organiser or leader
8. If I could redesign Rotary, I would:	Add more hands-on projects	Add more innovation and learning	Add more social connection	Add more structure and clear purpose
Scoring	FIRE (Action / Energy / Results)	AIR (Ideas / Thinking / Strategy)	WATER (Connection / Belonging / Relationships)	EARTH (Structure / Stability / Leadership)

Clubs need all four types to stay healthy. If one is missing, the vitality drops