

Motivating Yourself



Olivia Roche



HELLO!

I am **Olivia Roche**

I am a _____ trainer since XXXX.
You can contact me at olivia@dcmlearning.ie

Agenda

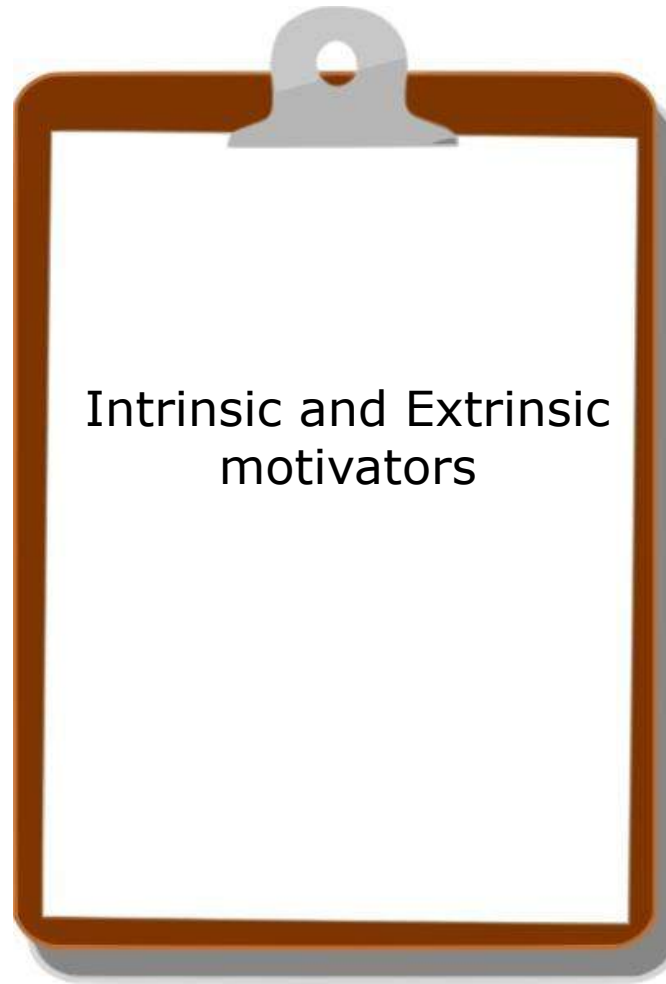
- Motivational theory and practice
- How to stay mentally strong during setbacks
- How to build your willpower
- How to create habits that keep you motivated and moving forward
- How to find your motivation and help others find theirs
- Handling difficult people fairly and assertively
- Setting SMART goals
- Q&A session



Motivational Theory & Practice

- Motivational theory is tasked with discovering what drives individuals to work towards a goal or an outcome
- Motivated individuals are more productive and therefore more efficient in the workplace
- Most motivational theories differentiate between intrinsic and extrinsic factors
- Intrinsic- concerned with an individual's interest , enjoyment and willingness to partake in a task.
- Extrinsic motivations focus on the outcome of the activity rather than the activity itself

Discussion



Maslow's Hierarchy of Needs

- Motivational theory is tasked with discovering what drives individuals to work towards a goal or an outcome
- Motivated individuals are more productive and therefore more efficient in the workplace
- Most motivational theories differentiate between intrinsic and extrinsic factors
- Intrinsic- concerned with an individual's interest , enjoyment and willingness to partake in a task.
- Extrinsic motivations focus on the outcome of the activity rather than the activity itself





Staying Mentally strong during setbacks

- It's important to know that setbacks will happen
- Being a perfectionist about yourself will just leave you frustrated and tempted to give up
- Sometimes setbacks will happen because of you (bad decisions and mistakes) and other times it will be for reasons beyond your control. We should adopt the same strategy to overcome regardless of the conditioning of the setback
- Building resilience is key. How can we do that without having experienced setbacks. It's experiential learning at it's finest
- The positive is that with setbacks you are constantly setting a new benchmark for your resilience – accepting and understanding that this is everything to do with being human is very liberating!!!

Creating habits to retain motivation

1. Stay/get positive
2. Work on your confidence
3. Get hungry for success
4. Goal setting/planning for success
5. Break up your tasks into smaller tasks
6. Take breaks
7. Do what you enjoy
8. Use rewards
9. Keep motivators around you
10. Keep learning
11. Help others
12. Always remind yourself and focus on your 'why'!!

Keeping Others Motivated & Engaged



Handling difficult people fairly and assertively

- Assertiveness is expressing our thoughts, feelings and beliefs in a direct, honest and appropriate way
- Choose assertive words carefully, not judgementally. Focus on the facts
- Disagree in an agreeable fashion
- Adopt a neutral stance (again sticking to evidence)
- Be aware of your non-verbal language also. Again remaining assertive and not mirroring aggression. Tone of voice applies here
- Listen and ask questions
- Focus on the solution

Setting SMART Goals

The more detailed and clear your goal is the easier it will be to make choices and establish steps that you need to take towards accomplishing it

- S – Specific
- M – Measurable
- A – Attainable
- R – Relevant
- T – Time Based



Recap

- Motivational theory and practice
- How to stay mentally strong during setbacks
- How to build your willpower
- How to create habits that keep you motivated and moving forward
- How to find your motivation and help others find theirs
- Handling difficult people fairly and assertively
- Setting SMART goals
- Q&A session





THANKS!

Any questions?
30 min Q&A

dcm THE
LEARNING
EXPERTS