



Motivating Yourself

Session starts at 2pm



HELLO!

I am **Karen Maher**

I am an experienced HR consultant and workforce development specialist originally from the North East of England.

I specialise in coaching, mentoring, mediation and training delivery. I deliver QQI accredited courses including People Management, Supervisory Management and Medical Secretaries

I am also qualified to administer and deliver psychometric tests including EQi2 (Emotional Intelligence) and MBTI (Personality Types).

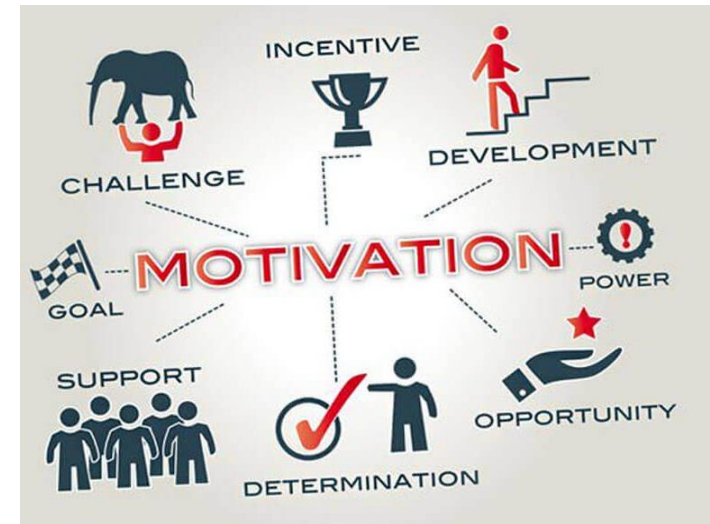


Introduction

This course is designed to show you how you can be highly motivated and achieve your own goals.

We explore the tools you need to inspire others to support those goals and discover the steps you need to take to motivate yourself and others during struggles and setbacks.

By the end of this session we will demystify motivation and give you the tools to motivate yourself and others.



Overview

- How to find your motivation and help others find theirs
- How to stay mentally strong during setbacks
- How to build your willpower
- How to create habits that keep you (and others) motivated and moving forward
- Setting SMART goals
- Understanding external factors
- Enhancing ability
- Handling difficult people fairly and assertively
- Motivational theory and practice


Overview

- Motivation – current thinking
- Motivating yourself
- Helping Other to be Motivated

Motivation

Think of someone who you feel is successful?

What motivated them?



Focus & Drive

History is full of people who, in the face of failure, diversion, and distraction, stayed the course anyway, achieving their dreams regardless of the road-blocks in their path.

Motivation

Motivation can be described as a combination of:

What people **value** and hold as non-negotiable

What **role** they play at work

Their experiences of **learning and reward**



Types of Motivation

Extrinsic

Behaviour that is performed to acquire material or social rewards or to avoid punishment. Extrinsically motivated employees may desire some of the consequences of working hard, such as money, status, social contacts, time of for family and leisure.

Intrinsic

Behaviour that is performed for it's own sake. Intrinsically motivated workers want challenging assignments, the opportunity to make a contribution and to reach their full potential.

A person can be both extrinsically and intrinsically motivated

Some Well Known Theories

Theorist	Theory
Maslow (1940-50)	Hierarchy of needs Self actualisation
Hertzberg (1959)	Hygiene Factors Short & long term duration
McClelland (1961)	Complex Man Achievement, Power & Affiliation
Argyris and Schein (1960s)	Psychological Contract Mutual beliefs, perceptions, and informal obligations between an employer and an employee

More Recent Theories

Status	Our social need for esteem and respect, and our relative importance to others.
Certainty	Our ability to predict what will happen next. When the situation is unfamiliar, trying to make sense of it takes more neural energy.
Autonomy	Our sense of control over events and the opportunity to make choices.
Relatedness	The level of comfort and safety we feel with others. We naturally classify people quickly as either friend or foe.
Fairness	A perception of fair exchanges between people.

David Rock

The Puzzle of Motivation

TALKS

Dan Pink: The puzzle of motivation

FILMED JUL 2009 • POSTED AUG 2009 • TEDGlobal 2009



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Dan Pink

Autonomy – look for opportunities for staff to set their own schedule

Mastery – Work with your team to identify steps each member can take to improve

Purpose – share the why as well as the how

Dan Pink in People Management CIPD May 2013

Flow, the secret of happiness



Flow Theory

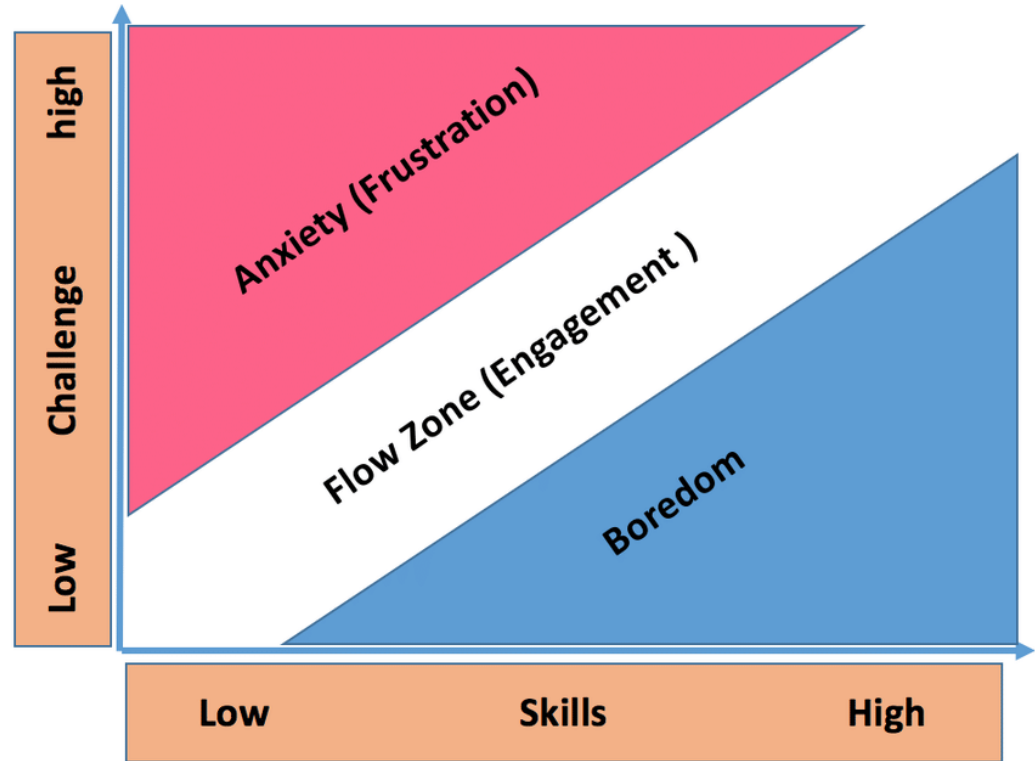
Flow is the state of concentration and engagement that can be achieved when completing a task that challenges one's skills.

A **flow** state, (or being in the zone), is the mental state where a person performing an activity is fully immersed in a feeling of energized focus, full involvement and enjoyment in the process. It is defined as:

- Intense and focused concentration on the present moment
- Merging of action and awareness
- A loss of reflective self-consciousness
- A sense of personal control or agency over the situation or activity
- A subjective experience when time is altered
- An intrinsically rewarding experience

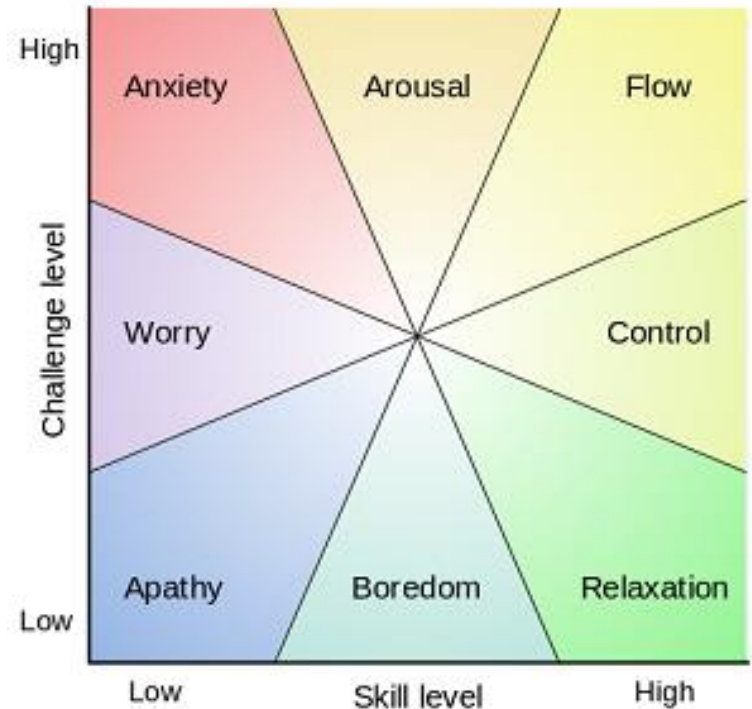
Getting into the Flow Zone

So how do you get into the 'flow zone?'



Getting into the Flow Zone

- Find a challenge
- Set clear goals
- Get feedback
- Revisit and revise
- Test
- Reflect



Staying in the Flow Zone

To remain in flow increase the complexity of the activity by developing new skills to meet new challenges.

An example

A singer starting her career can be in a flow experience by singing in front of friends. The challenge is not that great, but neither are her skills. As she sings more and more, and increases her skills, she will have to take on greater challenges to attain a flow experience again.

If the perceived challenge is greater than her skill (e.g. singing with Andrea Bocelli), she will experience anxiety. If however, her skills are greater than her challenge (e.g. Performing in a community concert after she has already performed internationally), she will experience boredom.

To maintain the best experience, skills should equal the challenge

Motivation

What **motivates** you?

1.

2.

3.

4.

What **demotivates** you?

1.

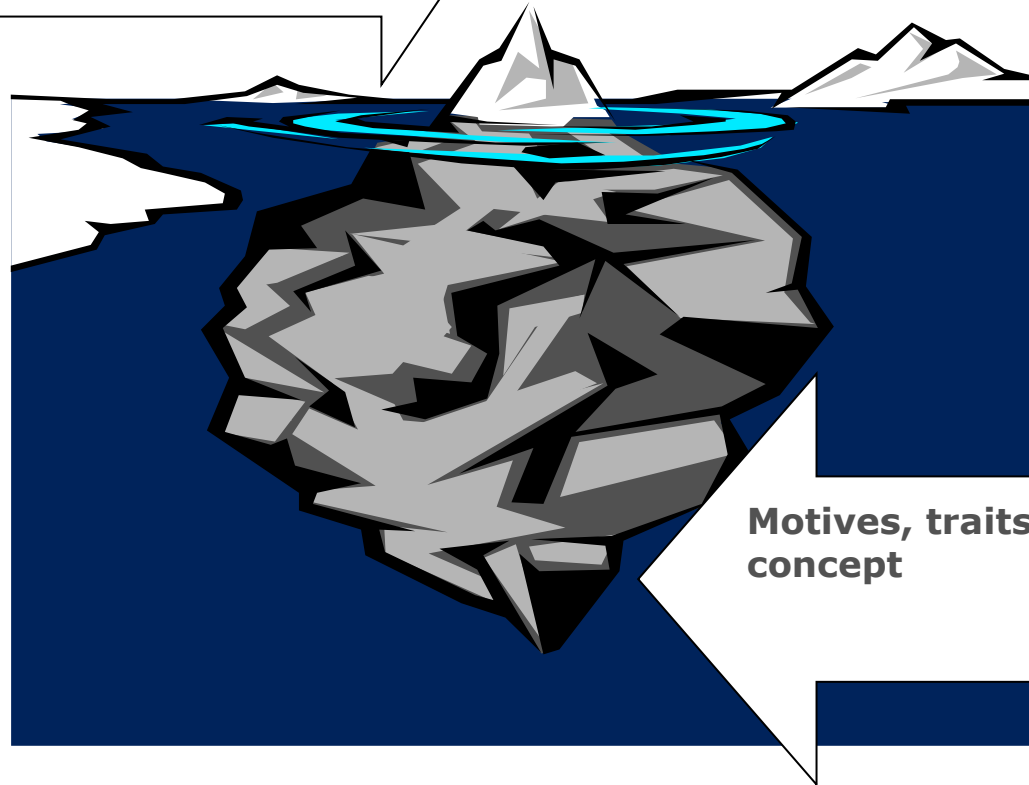
2.

3.

4.

What is it about people?





Knowledge and skills



Motives, traits and self-concept

Source: People and Competencies by N. Boulter et al. Second edition. London: Kogan Page, 1996

How do you motivate people from each generation?

Baby Boomers (1945 – 1960)	Generation X (1961 – 1978/80)	Generation Y / Millennials (1979/81 –1995)	Generation Z/ Centennials (1995 +)
			

Millennial Motivators

Which of the following things do you believe make an organization an attractive employer?



Source: PwC, Millennials at Work: Reshaping the Workplace

Helping Others to be Motivated

- Recognise great work
- Focus on intrinsic rewards
- Set small SMART Goals
- Celebrate Success
- Stay Positive
- Take regular breaks
- Stay healthy
- See and share the big picture
- Be transparent
- Provide clarity
- Share positive outcomes
- Find a purpose
- Give autonomy
- Give security
- Encourage teamwork



Motivating the Unmotivated

- Let them know you are aware they are not pulling their weight
- Don't make assumptions - Find out if there's anything wrong
- Offer support
- Find ways to increase their job satisfaction
- Address any training issue
- Give them an opportunity to shine
- Don't let them affect your mood
- Know when its time to give up



Steps to support others

1. Write a list of what motivates you
2. Make a list of 3 things that motivate each of your people
3. Have one to one meetings
4. Delegate
5. Reward it when you see it
6. Establish SMARTER goals
7. Communicate, communicate communicate
8. Celebrate achievements



Basic Principles

- Motivating others starts with motivating yourself
- Align work goals with goals of the person
- Helping other to become more motivated starts by what motivates each person – not everyone is the same
- Supporting employee motivation is a process not a task



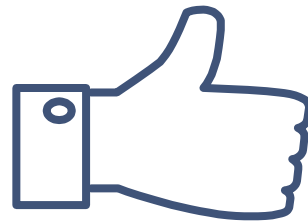
Summary & Recap

Q&A



**GOOD BYE &
GOOD LUCK!**





THANKS!

Any questions?
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