

Igniting the Fire Within

Using motivation to improve performance & happiness



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Objectives for the Session



1. Unlocking the key to energy, happiness and performance, by understanding motivation.

2. Knowing how to recognise and address people's hot buttons and relight the fire within yourself and others...



Outline

Motivation: Why it's relevant to performance & happiness

The Roots of Motivation: Key theories

What Motivates You?: 3 motivational clusters

Knowing the 9 Work Motivators: Your top 3 & lowest motivators

Hot Buttons to Motivate Yourself: Top tips

Hot Buttons to Motivate Others: Top tips





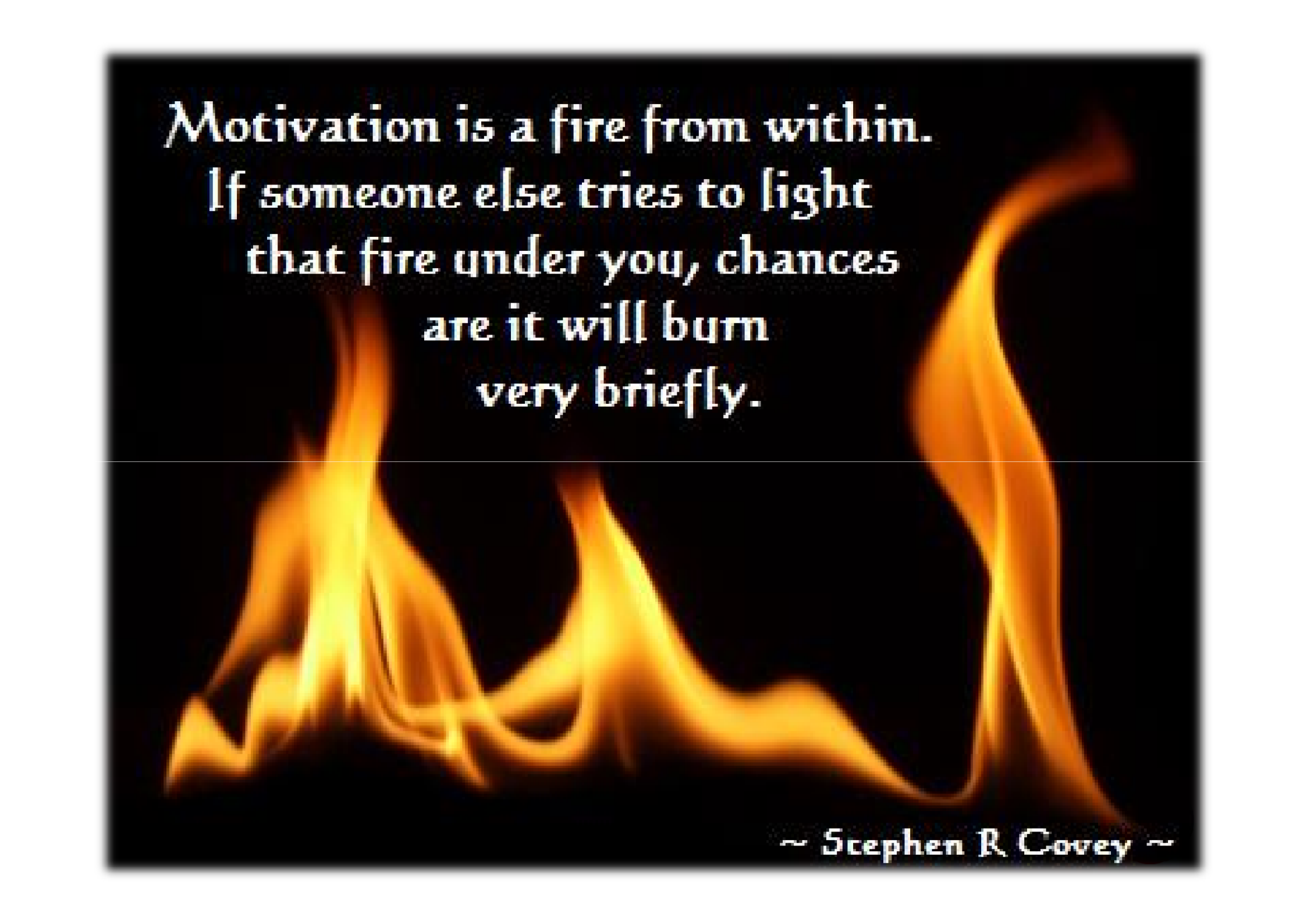
What is Motivation?

1. Motivation is **energy**
2. It derives from the Anglo-Norman term 'motif', which is translated as **drive**
3. Our motivations are our **inner drivers** that **determine how we feel and how we act.**



Motivation Connects Your Head and Heart





Motivation is a fire from within.
If someone else tries to light
that fire under you, chances
are it will burn
very briefly.

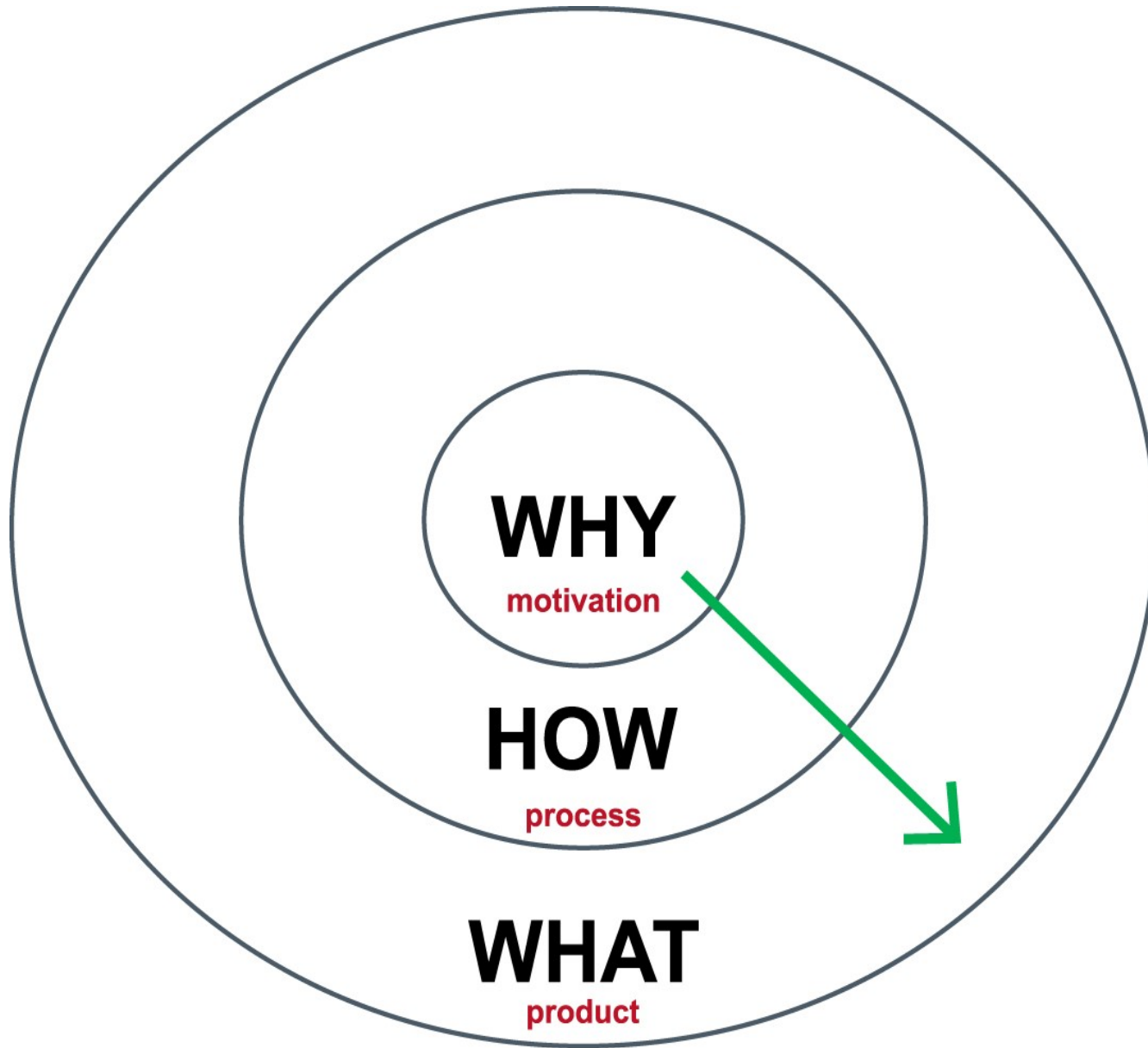
~ Stephen R. Covey ~

The Benefits of Engagement & Motivation

Hay Group Research 2015



- Highly engaged employees are **50%** more likely to **outperform** their performance targets
- The best companies at engaging people achieve **4.5 times the revenue growth.**



My Goals

1.

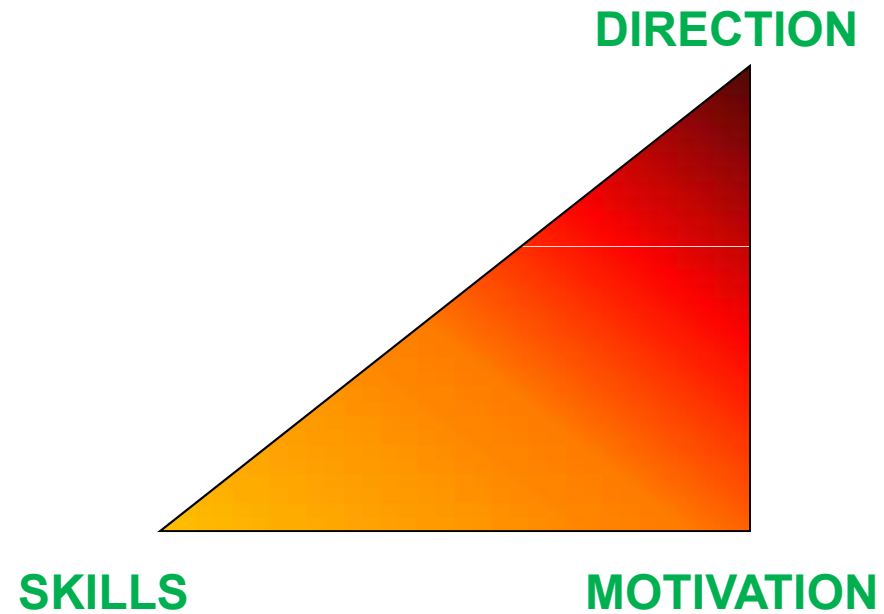
2.

3.





Why is Motivation Important?



Why Motivation is Key to Performance

Growing



Reducing



High performance = What's possible - What's stopping me





I want to
THRIVE
not just
SURVIVE!

Theories of Motivation

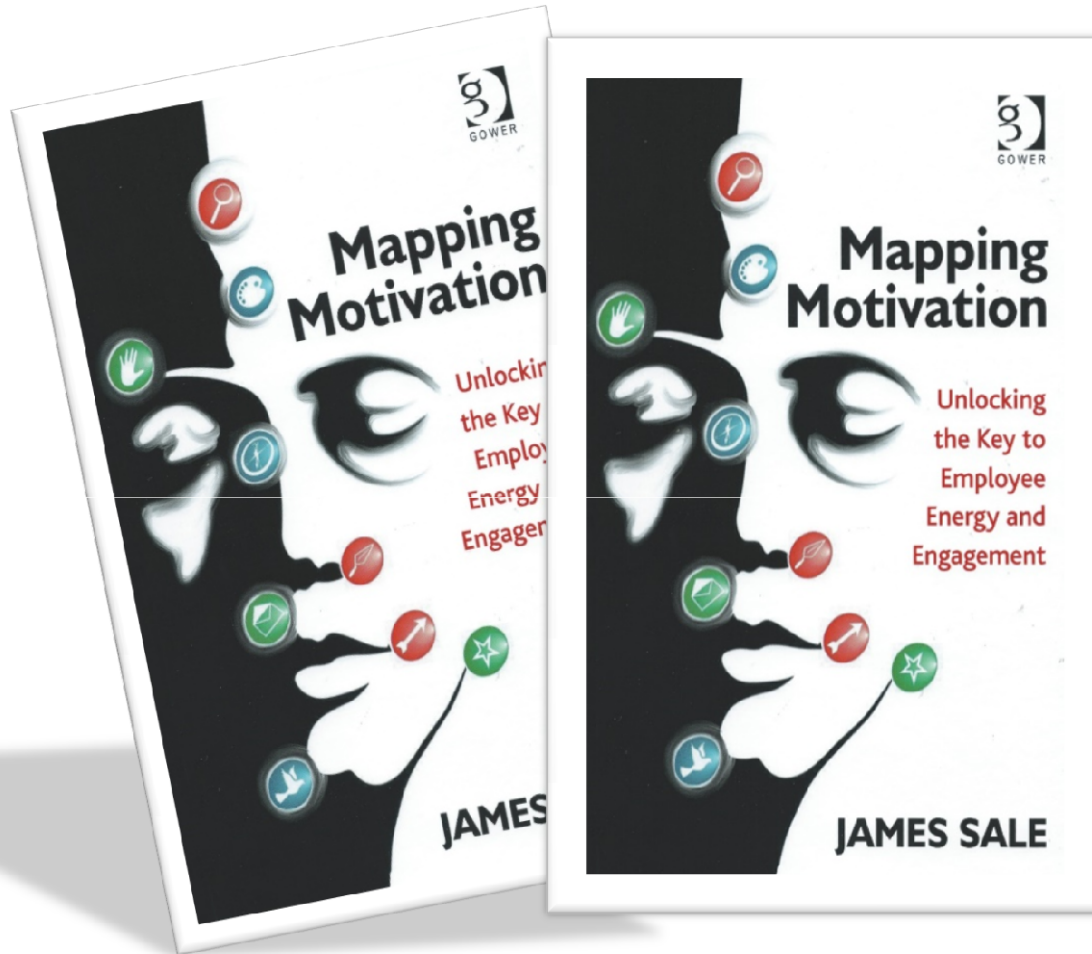
Maslow



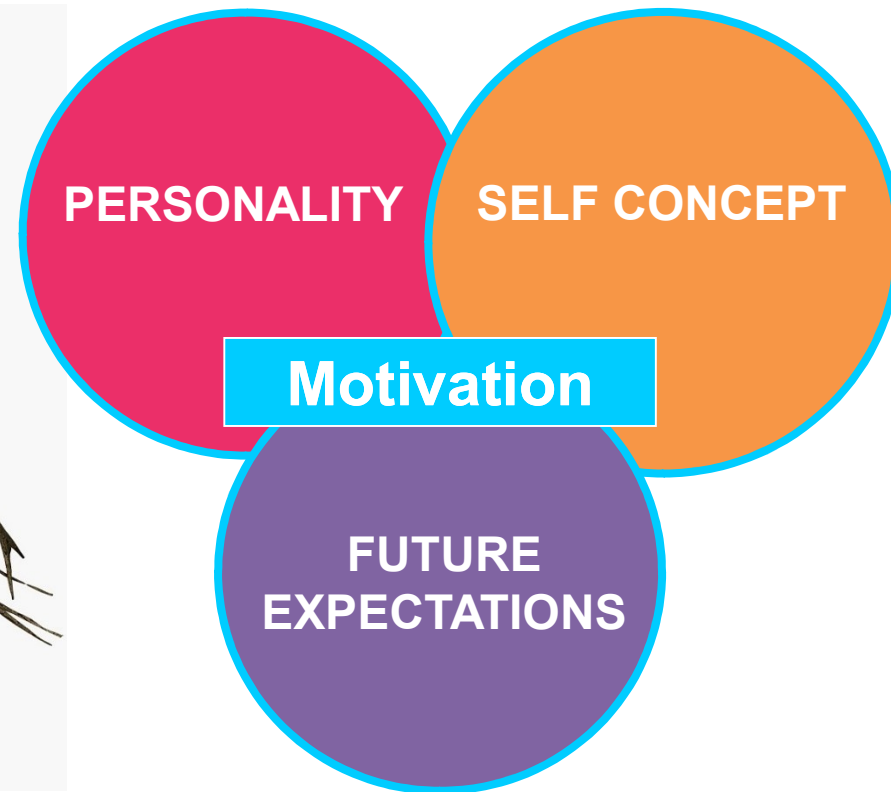
The Enneagram

Career Anchors

-  Technical/functional competence
-  Managerial competence
-  Autonomy/independence
-  Security/stability
-  Entrepreneurial creativity
-  Service/dedication to a cause
-  Pure challenge
-  Lifestyle



The 3 Roots of Motivation



Personality or Motivation?

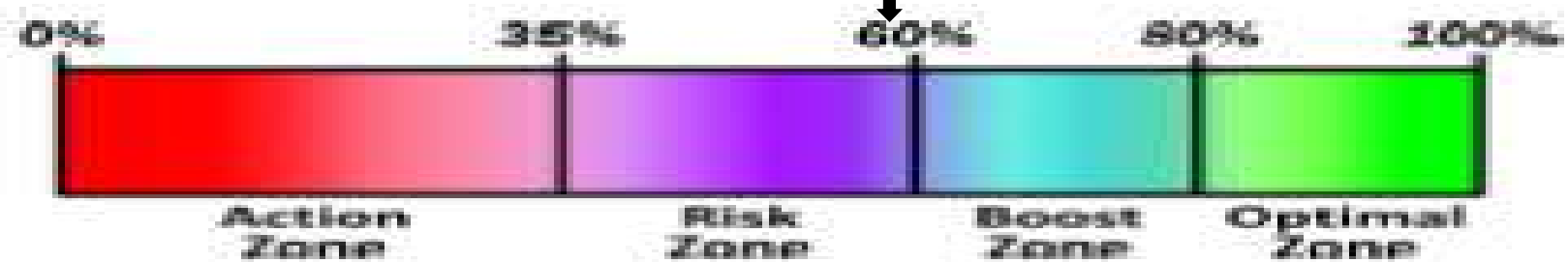
Personality Tests	Motivational Maps
Deal with traits...which are fixed and stable	Deal with states...which are changing and dynamic
Give a snapshot...of who you are	Give a video...of where your energy is flowing
Need only be done once...because you are you and YOU is invariant	Need to be done frequently...because your energy, like you health, needs monitoring and boosting



Capturing You at a Moment in Time



How Motivated Are You?



WAKE UP

TAKE

THRIVE

BE

AWESOME!

3 Clusters of Motivation

Aspirin
business solutions



The 3 Motivational Clusters and Change

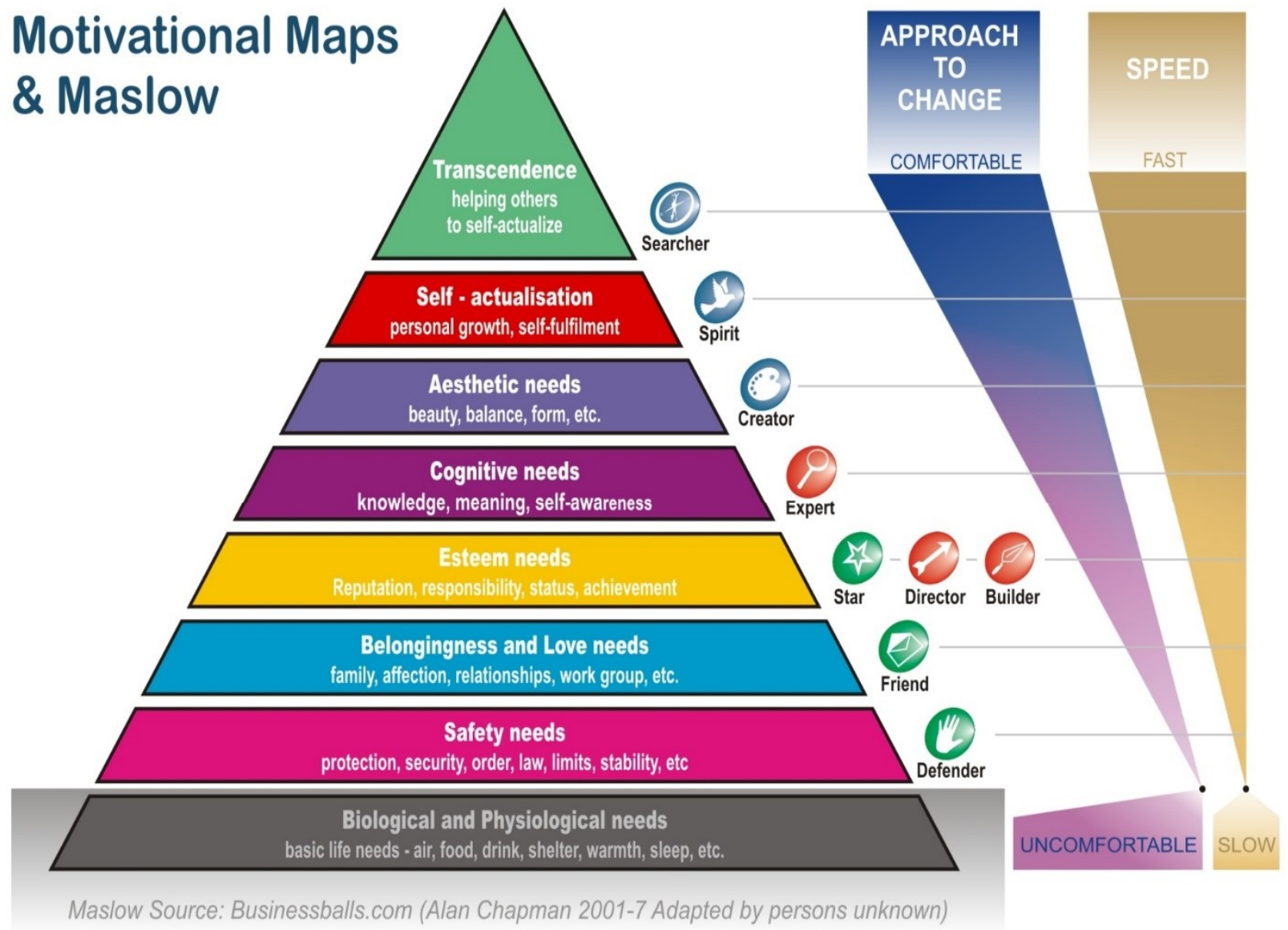
Relationships	Achievement	Growth	MIXED
PAST PERSPECTIVE	PRESENT PERSPECTIVE	FUTURE PERSPECTIVE	
The way we do things here	What do we need to do to achieve..?	How will this be in 5 years' time?	
Change/risk averse	Change/risk calculated	Change/risk friendly	
PEOPLE	THINGS	IDEAS	
loyalty	results	significance	
collaborative	competitive	experimental	
emotional/heart-centred	logical/head-counting	intuitive/gut-reaction	
Stories	Facts	Summaries	
EFFICIENT	EFFECTIVE	HOLISTIC	
Systems/process driven	Practical/ goal driven	Idealistic/visionary	
Slow decision making	Timely decision making	Fast decision making	

3 Clusters of Motivation

Aspirin
business solutions



Motivational Maps & Maslow





The Defender



Seeks **Security, Predictability and Stability**

Values

- High job security
- Clear roles, responsibilities
- Regular and accurate information
- Continuity & loyalty
- Order & clarity
- Time to prepare

Increasing Motivation

- Clear & regular communication
- Continuity
- Support through periods of change
- Consider risk of no change
- Regular review of progress
- Link goal achievement to security



The Friend
Seeks belonging,
friendship,
fulfilling
relationships



The Friend



Seeks **Belonging, Friendship** and **Fulfilling Relationships**

Values

- Feeling of belonging
- Nourishing & fulfilling relationships
- Collaborative environment
- Being liked & supported
- Being listened to
- Loyalty & continuity

Increasing Motivation

- Involvement & consultation
- Social events for the team
- Personalised approach
- Mentors/coaches/projects
- Good social working environment
- People centred culture



The Star
Seeks recognition,
respect,
social esteem



The Star



Seeks Recognition, Respect and Social Esteem

Values

- Social & public recognition
- Being noticed & held in high esteem
- Awards & certificates
- Clear hierarchy / pecking order
- Competitive opportunities
- Positive feedback

Increasing Motivation

- Opportunities for awards
- Involvement in projects
- Role models/ mentors/ coaches
- Clear career progression
- Regular review of targets & goals
- Consultant and ask their opinion



The Director
Seeks power,
influence,
control of
people / resources



The Director



Seeks **Power, Influence, Control of people and/or Resources**

Values

- Being in control / in charge
- Being stretched
- Making critical decisions
- Clearly defined career path
- Having control or resources
- Responsibility & influence

Increasing Motivation

- Give responsibility / delegate
- PDP'S & regular review of progress
- Having a mentor
- Role titles that reflect power
- Representing department
- Opportunity to deputise



The Expert
Seeks knowledge,
mastery,
specialisation



The Expert



Seeks **Expertise, Mastery and Specialism**

Values

- Opportunities to learn
- Specialising in areas of interest
- Opportunities to share expertise
- Realising own potential
- Contact with other experts
- Mastering their own work

Increasing Motivation

- Training & development
- Being guide or mentor to others
- PDP'S & regular review of progress
- Having a mentor – skilled expert
- Training linked to promotion
- Ambitious targets



The Builder
Seeks money,
material satisfactions,
above
average living



SUCCESS



The Builder



Seeks **Money, Material satisfactions and Above Average Living**

Values

- Above average standard of living
- Material and financial rewards
- Clear goals & targets
- Work that is visibly well rewarded
- Responsibility
- Competitive/targeted environment

Increasing Motivation

- Money
- Material benefits
- Clear career path & plan
- Regular review of progress
- Give them responsibility
- Training – learning more : earn more



The Creator
Seeks innovation,
identification with new,
expressing creative
potential



The Creator



Seeks Innovation, Identification with New and Expressing Creative Potential

Values

- Environment with change & variety
- Opportunity to solve problems
- Being original
- Creating something new/improved
- Ability to work alone/ small groups
- Recognition of their creativity

Increasing Motivation

- Involvement in ideas generation
- Give problems to solve
- Objectives that need originality
- Limit routine & paper driven tasks
- Culture of change
- Rewards for innovation



The Spirit
Seeks freedom,
independence,
making own
decisions



The Spirit



Seeks Freedom, Independence and Making Own Decisions

Values

- Working autonomously
- Making own decisions
- Having a choice
- Freedom & independence
- Awareness of the bigger picture
- Clear & specific objectives

Increasing Motivation

- Share company vision & goals
- Delegate responsibility
- Empowerment
- Avoid micro-management
- Reward with freedom & autonomy
- Set clear & specific goals



The Searcher
Seeks meaning,
making a difference,
providing worthwhile
things



The Searcher



Seeks Meaning, Making a difference and Providing Worthwhile Things










Values

- Meaning & purpose in what they do
- Significant & important work
- Making a difference
- Seeing the big picture
- Being listened to / consulted
- Change & Variety


Increasing Motivation

- Feedback on how making a difference
- Link own goals to wider org goals
- Regular feedback & praise
- Avoid routine & paper driven tasks
- Provide with a mentor
- Involvement in significant projects

Hot Buttons to Motivate Yourself

		Hot Buttons	Motivating Ourselves
Searcher		Meaning & Make a Difference	Agree clear objectives, get feedback
Spirit		Freedom & Independence	Create structure and simplify admin
Creator		Innovation & Change	Problem solve through innovation
Expert		Expertise & Mastery	Seek training, mentoring and knowledge
Builder		Money & Material Satisfaction	Set goals and targets and reward yourself
Director		Power & Influence	Request more responsibility
Star		Recognition & Respect	Get involved in high profile/visible projects
Friend		Belonging & Friendship	Engage and involve others, collaborate and be supportive
Defender		Security & Predictability	Identify how you'll feel safer and take action


The Key Issue for Each Motivator




How do I know this will work ?




How do I know I'll be in control?



How do I know I'll be able to make changes?




How do I know you'll be there for me ?




How do I know I'll be an expert?




How do I know I'll be able to prioritise?



How do I know I'll look good?












How do I know I'll make money?





How do I know I'll make a difference?

Hot Buttons to Motivate & Coach Others

		Hot Buttons	Motivating Others
Searcher		Meaning & Make a Difference	Praise & Regular Feedback
Spirit		Freedom & Independence	Autonomy & Empowerment
Creator		Innovation & Change	Rewards for innovation
Expert		Expertise & Mastery	Sharing knowledge & Mentoring
Builder		Money & Material Satisfaction	Gifts, cards, thank you emails
Director		Power & Influence	Responsibility & Influence
Star		Recognition & Respect	Public recognition
Friend		Belonging & Friendship	Support & Involvement
Defender		Security & Predictability	Communication & Continuity

What Are Your Next Steps?



WHO  **IS READY**
TO  **THRIVE**
WITH ME??

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Finding Your Purpose & Motivators

1. What do you love to do and are naturally good at?

- When I was a child: I wanted to be...I loved to...
- The activities I love now are...
- My best qualities are ...
- The qualities I'd like to develop are ...
- I shine when ...
- I excel at...
- I am most myself when...
- What I do effortlessly is ...
- I keep being drawn to ...

2. Write down the top qualities you love about yourself: existing qualities

3. Write down the qualities you'd like to possess: ideal qualities

4 Put it all together: combine the most significant elements into one statement that has emotional charge (brings tears to your eyes or makes you laugh with delight)

