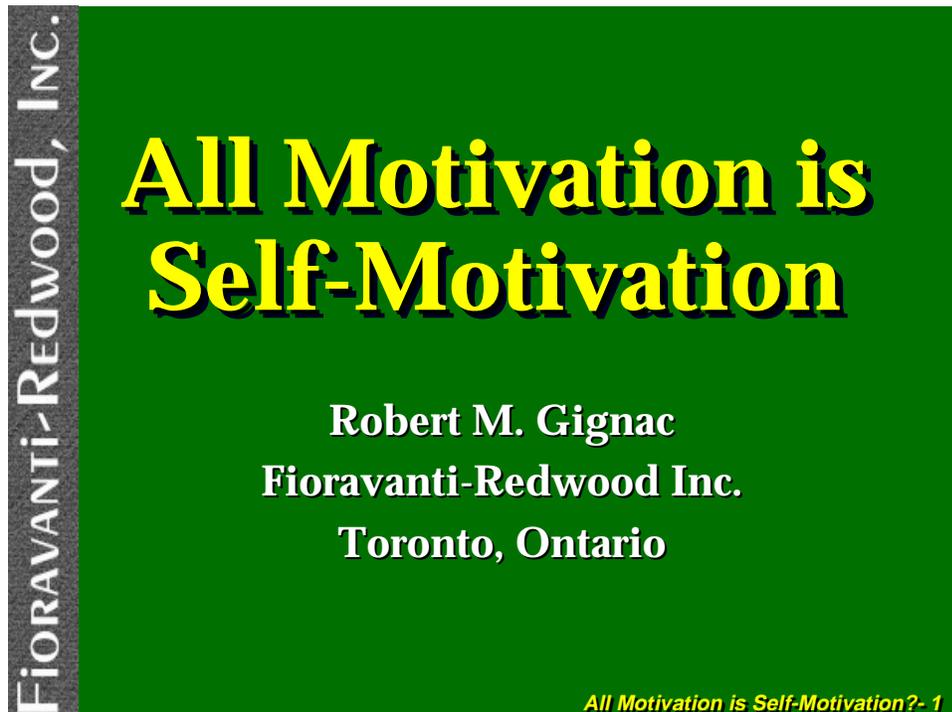


Paper 5125

Motivation is Self-Motivation

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What is Motivation?

An idea, emotion or need from within a person, which incites or impels that person to act, or not to act

Don Vale

All Motivation is Self-Motivation?- 2

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The Key Point?

“From Within”

All Motivation is Self-Motivation?- 3

The Role of Self Image

- No Pills
- No Quick Fixes
- No Easy Path

Present
Self



Projected
Self

All Motivation is Self-Motivation?- 4

Where did we go Wrong?

- By nature, we are all primarily self-centered and suckers for a bit of praise
- Research into 'split-brain' theory yielded the belief that the rational deductive left brain should be the controlling factor in decision making.

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Where did we go Wrong?

- We tend to be flawed information processors. We have a limited short-term memory
- We tend to be creatures of our environment, responding to reward and punishment
- Our actions speak louder than words.

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Creating the Proper Environment

- Praise specific jobs or tasks
- Give special assignments
- Solicit other opinions. You don't know everything. Honest.
- Support your subordinate's actions

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Creating the Proper Environment

- Repeat compliments of others towards your staff
- Provide budgets for training and development
- Establish and keep follow-up dates
- Recognize important events in other's lives

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Be known by your Values

- Value achievement, find primary motivation through the mission
- Value contribution, seek results and assist in the development of others
- Value self-development, pursue self-management through mastery of your profession

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Be known by your Values

- Value creativity, producing innovation through risk-taking
- Value synergy, find alignment between work and personal beliefs
- Value quality, paying strict attention to feed-back and course correction
- Value opportunity, meeting the challenges of change

All Motivation is Self-Motivation?- 10

A Final Thought

"...Use the people you have to the best of their abilities to attain both corporate and personal goals. If you cannot use them then get rid of them. If you can't get rid of them and you can't use them, then you can be guaranteed that you will develop a motivation problem..."

Frederick Herzberg

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