



# Motivate Me!



## ***How can you motivate yourself and others to get the results you need and want?***

Motivation is the force behind our actions and can be 'intrinsic' or 'extrinsic'. Intrinsic motivation comes from within an individual and is sparked by the desire or inherent satisfaction of the activity. Extrinsic motivation comes from outside the individual and is sparked by external reward or punishment.

In the workplace, we can tap into both intrinsic and extrinsic motivation concepts with different levels of effectiveness. How can leaders do this? Try these things...

### ✓ **Understand what's important to individuals in your team.**

Talk to them and get some hints about their intrinsic motivations. Do they like people? Do they like to write? Do they have a personal goal or ambition? What do they love? Make an effort to connect their personal motivations to their work.

### ✓ **Make it contagious!**

Tell your team why you are enthusiastic about a work project or what you are looking forward to. Talk about how your work has provided you with satisfaction and helped you achieve things that are important to you in your personal life.

### ✓ **Remember purpose.**

Be mindful of your team's worthwhile purpose and talk about it in terms that resonate with individual team members. For example, 'making more profit' is not always motivational for employees (!) instead, link their actions to making a positive difference such as improving lives, helping the environment, or helping them save for a holiday. By reframing "why we do what we do", individuals can sense their actions are for a motivational purpose.

### ✓ **Make sure individual goals are clearly connected to the 'big picture'.**

Ensure individuals can connect their day-to-day actions to overall goal and progress. Otherwise, work can feel like an endless treadmill of tasks.

### ✓ **Take every opportunity to give positive feedback, acknowledge efforts and reward.**

People are motivated by being noticed for even the most basic things like consistently showing up! Don't forget to say 'thanks' for the small things as well as rewarding big achievements.

### ✓ **Give individuals opportunities to improve themselves.**

Knowing that you are growing is motivational! Talk to them about how far they have come and where they are going in the future.

### ✓ **Be interested in them.**

Check in on them, let them tell you about how they are approaching something. Don't be a micro manager, just ask a few questions and listen.

Take some time to think how these suggestions can apply to you. Conversely, have you witnessed the opposite in a workplace - what was the effect?



## How to plan a motivational conversation

Need to have a motivational conversation with your team but not quite sure how to go about it? The key is to plan it and have a structure.

Try this three-step format:

1. Paint the picture of admirable standard: “We have high standards here” “This is ambitious” “We stand out from the

crowd” “This is leading edge” “We are part of a world class project”.

2. Tell them they are integral to the admirable standard: “You belong here” “You are a valuable part of the team” “You have special skills and talents” “You are trusted”
3. Tell them what you need and how you will support them: “This is what I need you to do” “I’m going to do this for you” “What else do you need from me?”

By using this framework and pre-planning your conversation you will be in a good position to communicate what you need and ignite the right motivated action.



## Connected leaders

Being connected to your team is the key to good leadership and achievement of the required business outcomes. Connected leaders have loyal teams that are motivated and inspired to achieve their work goals. So how do you become a leader that is well connected? The good news is that there are key actions that leaders can learn to grow and

maintain their team connectedness. Why not join the Luemo Glo Leadership Coaching Program and learn these techniques? Sessions are available in a personal coaching format or in bite size micro coaching sessions delivered virtually and by video.

**Get in touch to discuss your format options 1300 284 198.**