



Motivation from the Inside Out!

"Success isn't a result of spontaneous combustion. You must set yourself on fire." Arnold H. Glasow

From www.m-w.com ~ **Motivation:** a motivating force, stimulus, or influence (as a drive or incentive)

- Motivation has to do with moving toward a goal with _____ and _____.
- Lasting motivation comes from _____.
- Internal motivation = _____ motivation.
- Internal motivation is based on your personal _____.

accountability
 accuracy
 achievement
 adventurousness
 ambition
 assertiveness
 balance
 being the best
 belonging
 community
 compassion
 cooperation
 creativity
 curiosity

decisiveness
 dependability
 determination
 discretion
 empathy
 enthusiasm
 contentment
 fairness
 faith
 freedom
 fun
 generosity
 growth
 happiness

helping society
 independence
 joy
 justice
 leadership
 legacy
 love
 loyalty
 honor
 humility
 making a difference
 results-oriented
 security
 self-control

selflessness
 self-reliance
 sensitivity
 serenity
 simplicity
 spontaneity
 structure
 thankfulness
 thoroughness
 thoughtfulness
 trustworthiness
 uniqueness
 vitality

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- What is ***your*** internal motivation behind doing your job well?

- External motivation = doing something to _____.

- What are you _____ motivated by?

“The best years of your life are the ones in which you decide your problems are your own. You do not blame them on your mother, the ecology, or the president. You realize that you control your own destiny.” Albert Ellis

8. Internal motivation is directly related to your _____.
9. You can _____ your outlook on motivation, internal and external.
10. There may be _____ that motivate you internally, but encompass aspects over which you have little control.
11. Understanding your own internal motivation begins with knowing _____ you’re doing what you’re doing.
12. The ***positive feeling*** of acting on internal motivation often comes from the _____, not the attaining.

***“Ain’t about how fast I get there
Ain’t about what’s waiting on the other side
It’s the climb”***

Lyrics from <http://www.elyrics.net> (Songwriter: John Mabe)

13. Examples of positive and negative external or internal motivations might include:

<u>“Motivator”</u>	<u>Positive or Negative? (P or N)</u>	<u>Internal or External? (I or E)</u>
Self-respect		
Expectations of others		
Worry		
Money		
Job satisfaction		
Person yelling at you		
Public recognition		
Need for power		
Challenging work		
Sense of accomplishment		

14. External situations/forces/events ***impact us***, but they don’t _____ us do what we do.
15. According to Stephen Reiss (Professor of Psychology at Ohio State University), 16 ***basic desires*** motivate people. Because these basic desires are internal motivators, trying to motivate through things like compensation or competition in the workplace doesn’t always create

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|--|---|
| _____: | |
| <ul style="list-style-type: none"> ▪ Acceptance, the need for approval ▪ Curiosity, the need to think ▪ Eating, the need for food ▪ Family, the need to raise children ▪ Honor, the need to be loyal to the traditional values of one’s clan/ethnic group ▪ Idealism, the need for social justice ▪ Independence, the need for individuality ▪ Order, the need for organized, stable, predictable environments | <ul style="list-style-type: none"> ▪ Physical Activity, the need for exercise ▪ Power, the need for influence of will ▪ Romance, the need for sex ▪ Saving, the need to collect ▪ Social Contact, the need for friends (peer relationships) ▪ Status, the need for social standing/importance ▪ Tranquility, the need to be safe ▪ Vengeance, the need to strike back |

16. You cannot _____ someone to be internally motivated.
17. According to a Gallup poll, “people leave _____, not companies.”
18. If you are a leader, one of the best things you can do for your employees is to help them discover what they really want in their jobs, and then help them_____.
19. Trying to motivate by using _____ or focusing on _____ may get short-term results but will not develop loyalty to your organization.
20. To encourage a motivating environment in your organization, _____ more, _____ less.
21. One of the biggest de-motivators is _____; help your employees be successful by understanding their unique talents, skills, and abilities.
22. Allow employees as much _____ as you can to design and control their own work.
23. Ask questions to determine what a _____ might look like to each person (or yourself):
 - Is this the right role for this person according to talents, skills, etc.?
 - Does this person like to work with people or independently?
 - What are this person’s strengths?
 - Is this person growing in this position?
 - Will this person feel a sense of accomplishment from this assignment/duty/job?
 - Does this assignment allow the person to make some of his/her own decisions?
 - Does this person understand how his/her job makes a difference for our organization?

What other questions might you ask about yourself or an employee to determine if a motivating environment exists?

What have you found most enlightening regarding “motivation from the inside out?” _____

“Of course motivation is not permanent. But then, neither is bathing; but it is something you should do on a regular basis.” Zig Ziglar