

Motivation Red

Navigating Transition Assessment Results

Understanding Your Motivation Red Score

Your Navigating Transition assessment has identified Motivation as a red zone. What this means is that right now, your capacity for sustained energy, drive, and purposeful action is significantly stretched. This isn't about laziness or lack of ambition – it's about your emotional and physical resources being depleted by the transition itself.

What Motivation Red Actually Feels Like

You might recognise some of these experiences:

- Difficulty getting started on tasks, even when you know they're important
- Feeling disconnected from your usual sense of purpose or direction
- Energy that fluctuates unpredictably – good days followed by exhausting crashes
- Loss of enthusiasm for things that used to excite you
- Struggling to see the point of taking action when everything feels uncertain
- Physical and emotional fatigue that doesn't improve with rest

These are normal responses to significant transition. Your system is doing what it's designed to do – conserving energy when resources are limited and the way forward is unclear.

How Motivation Fits the M × L × I Framework

Your Navigating Transition assessment measures three dimensions that multiply together: **Motivation × Learning × Identity = Transitioning Capacity**. When Motivation is red, it doesn't matter how capable you are of learning or how clear your sense of self – you'll still struggle to move forward if you can't sustain the energy to take action.

Common Patterns When Motivation Is Red

Purpose Disconnection

The transition has disrupted your sense of why you do what you do. Without clear purpose, everything feels pointless. You can't generate energy for actions that don't feel meaningful.

Energy Depletion

The transition itself has exhausted your physical and emotional reserves. You're not unmotivated; you're empty. Your system needs recovery, not more demands.

Learned Helplessness

Previous actions haven't produced desired results, leading to a belief that effort doesn't matter. This creates a self-reinforcing cycle where lack of action confirms the belief that action is pointless.

Values Misalignment

What you're 'supposed' to do doesn't align with what actually matters to you. The mismatch creates resistance that feels like lack of motivation.

What Usually Doesn't Help

- **Pushing harder:** 'Just do it anyway' burns through remaining reserves and typically leads to shutdown or burnout.
- **Motivation content:** Inspirational quotes provide temporary lift but don't address underlying capacity constraints.
- **Waiting for inspiration:** Inspiration doesn't usually arrive before action; it emerges through action.
- **Comparing yourself to others:** You can't see others' internal experience. You're comparing your inside to their outside.

What Actually Helps

Identify Energy Sources, Not Just Energy Drains

Most transition advice focuses on what to stop doing. Equally important is identifying what actually gives you energy. What activities, conversations, or contexts leave you feeling slightly more energised?

Reconnect with Purpose, Not Just Goals

Goals don't generate sustained motivation during difficult transitions. Purpose – understanding why these goals matter at a deeper level – does. What really matters to you?

Build Momentum Through Micro-Actions

When capacity is limited, the best way forward is through tiny, immediately achievable actions. Success builds motivation; failure depletes it further.

Three Small Actions You Can Take

Action 1: Notice What Gives You Energy Today

Just for today, pay attention to what makes you feel slightly better versus what makes you feel worse. You're not trying to change anything – just notice. Does talking to certain people help? Does being outside help? Just observe.

Action 2: Write One Sentence About Why This Matters (5 minutes)

Complete this sentence: 'Getting through this transition matters to me because...' Write whatever comes first. Don't overthink it – your first answer is usually the true one.

Action 3: Do One Tiny Thing Today (15 minutes maximum)

Choose the absolute smallest action that counts as forward movement. Could be: send one email, make one phone call, update one line on your CV. The goal is completion, not achievement.