

**Reflect**

Reflecting on your own motivations, responses, even “excuses,” can help you imagine how your team members may respond.

In your journal pages, write your comments to the questions below:

***Click or tap each checkbox online as you complete the task.***

* Think of a team goal from your past that you were not motivated to achieve. What contributed to your lack of motivation? How did you handle your lack of motivation - e.g. did you make excuses? Procrastinate? Reframe it in terms you found more motivating?
* What helps you feel motivated to work towards a goal? At home? At work? What types of goals are most compelling to you? What values convince you that a goal is compelling, important enough that you find yourself wanting to work on it? How is your motivation affected when you have real input into creating the goal?
* What is most important to your team members? What do they find most compelling about their jobs, most exciting? How do you determine the balance between team goals and individual goals?
* What improves motivation in your team? How can you rally that motivation around team goals? Do they need to know the "Why"? Do they need more knowledge? Do they need to understand the details? What about results?

Considering questions like these is a basic first step in developing the empathy you need to carry out respectful and fair conversations with your team.

| Journal ***Set Goals Week 4 Day 1 Reflect*** DATE:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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