

MOTIVATION



DEFINITION

Motivation has to do with the forces that maintain and alter the direction, quality and intensity of behaviour

- **Kelly (1974)**

OR

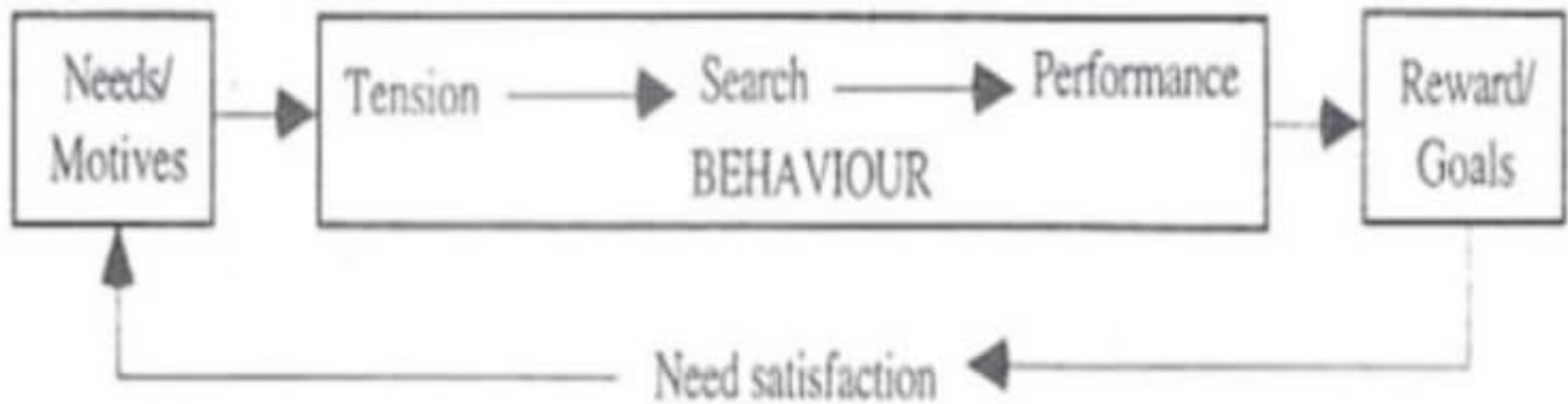
Motivation refers to 'the wilful desire to direct one's behaviour toward goal'

- **Middlesmist and Hitt (1981)**

NATURE OF MOTIVATION

- ▶ Based on motives
- ▶ Goal directed behaviour
- ▶ Related to satisfaction
- ▶ Person is motivated in totality
- ▶ Complex process

MOTIVATION PROCESS



TYPES OF MOTIVATION

The Two Main Categories of Motivation

Different types of motivation fall into two main categories.

1. Intrinsic Motivation

Intrinsic motivation is a type of motivation in which an individual is being motivated by internal desires.

2. Extrinsic Motivation

Extrinsic motivation, on the other hand, is a type of motivation in which an individual is being motivated by external desires.

Minor Forms of Motivation

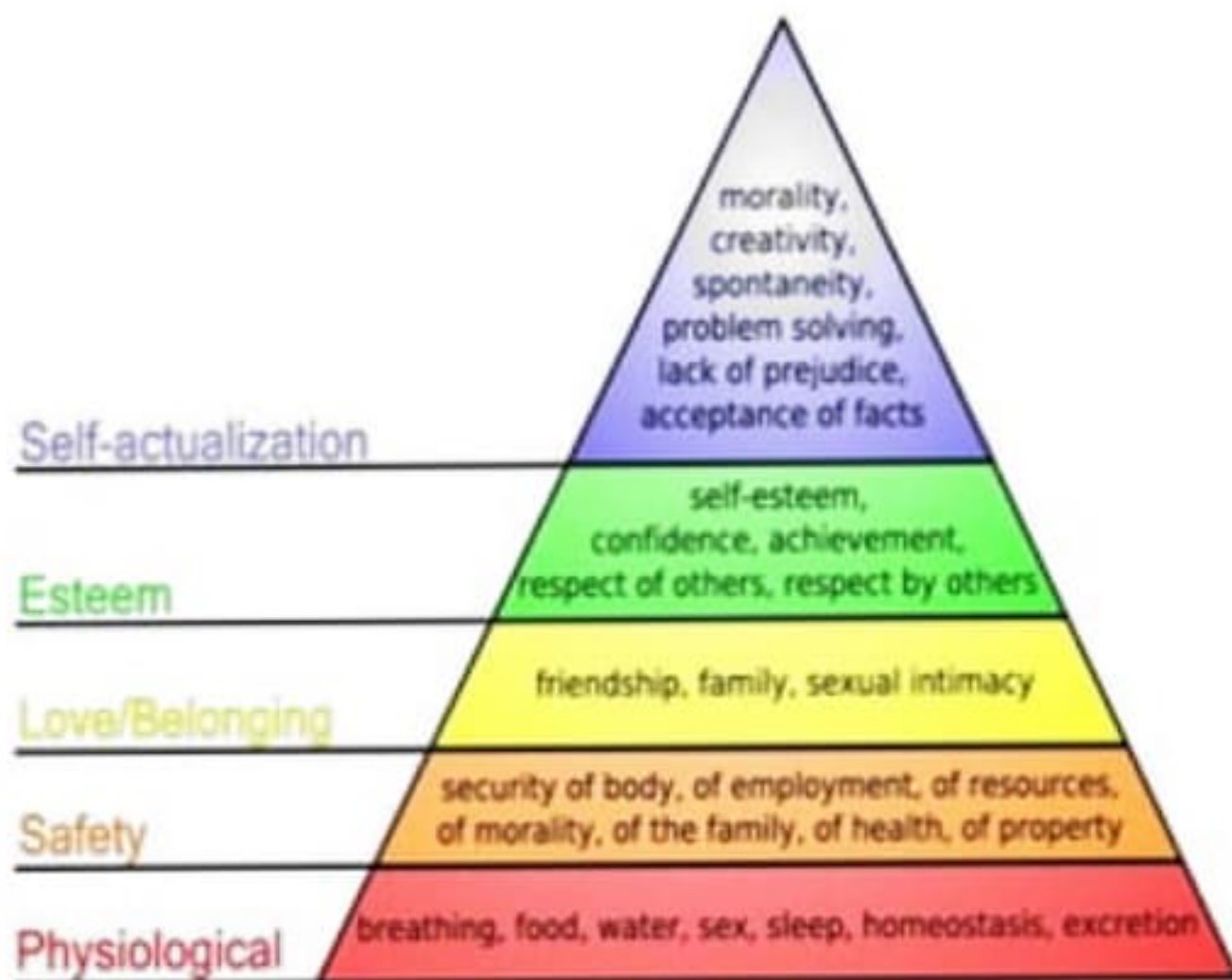
- 3. Reward-Based Motivation
- 4. Fear-Based Motivation
- 5. Achievement-Based Motivation
- 6. Power-Based Motivation
- 7. Affiliation Motivation
- 8. Competence Motivation
- 9. Attitude Motivation

THEORIES OF MOTIVATION

Hertzberg's Two-Factor Theory

- ▶ **Motivator factors** – Simply put, these are factors that lead to satisfaction and motivate employees to work harder. Examples might include enjoying your work, feeling recognised and career progression.
- ▶ **Hygiene factors** – These factors can lead to dissatisfaction and a lack of motivation if they are absent. Examples include salary, company policies, benefits, relationships with managers and co-workers.

2. Maslow's Hierarchy of Needs

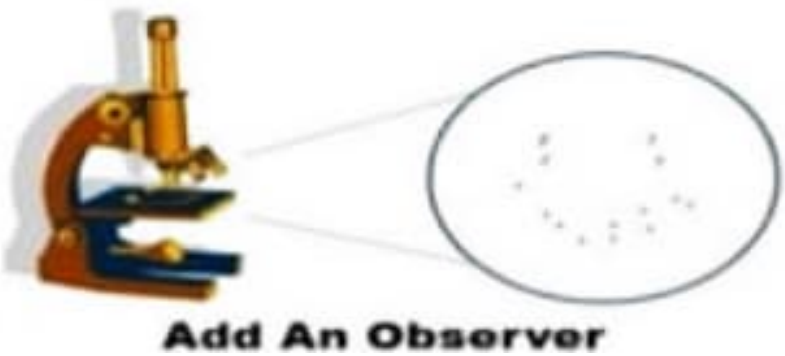


The hierarchy is made up of 5 levels

1. **Physiological** – these needs must be met in order for a person to survive, such as food, water and shelter.
2. **Safety** – including personal and financial security and health and wellbeing.
3. **Love/belonging** – the need for friendships, relationships and family.
4. **Esteem** – the need to feel confident and be respected by others.
5. **Self-actualisation** – the desire to achieve everything you possibly can and become the most that you can be

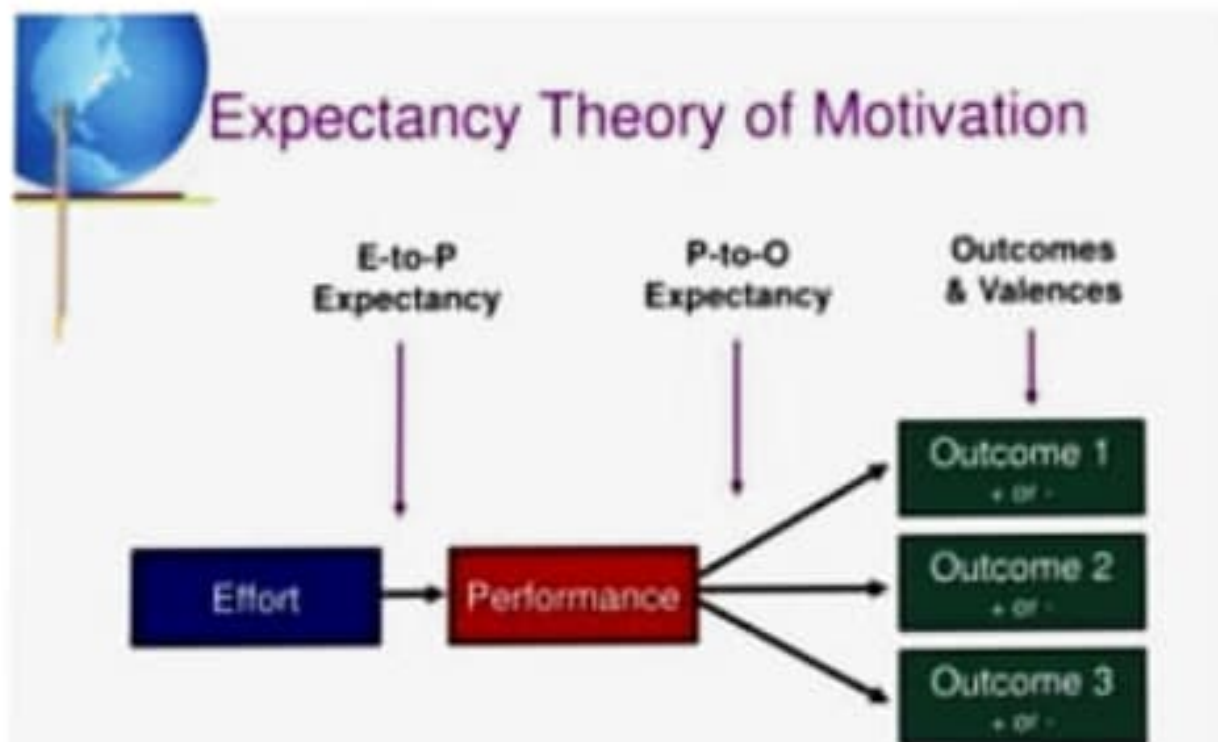
3.Hawthorne Effect

The Hawthorne Effect was first described by Henry A. Landsberger in 1950 who noticed a tendency for some people to work harder and perform better when they were being observed by researchers.



4. Expectancy Theory

Expectancy Theory proposes that people will choose how to behave depending on the outcomes they expect as a result of their behaviour. In other words, we decide what to do based on what we expect the outcome to be. At work, it might be that we work longer hours because we expect a pay rise.



Expectancy Theory is based on three elements:

1. **Expectancy** – the belief that your effort will result in your desired goal. This is based on your past experience, your self confidence and how difficult you think the goal is to achieve
2. **Instrumentality** – the belief that you will receive a reward if you meet performance expectations.
3. **Valence** – the value you place on the reward.

BENEFITS OF MOTIVATION

- ▶ 1. Need satisfaction
- ▶ 2. Job satisfaction
- ▶ 3. Productivity
- ▶ 4. Learning
- ▶ 5. Discipline

CREATING MOTIVATING CLIMATE:

For proper motivation among employees, the manager has to create:

- ▶ Conditions where workers energies are not extended totally in meeting their basic needs.
- ▶ A climate for inter-dependent work rather than dependency.
- ▶ A competitive climate through recognition of good work
- ▶ A productive climate through personal example
- ▶ A climate approach and problem-solving rather than avoidance
- ▶ Motivate individually through guidance and counselling





LET TODAY
BE THE
START OF
Something New



WHAT IS SELF TALK?

The steady stream of on-going thoughts or internal dialogue that goes on in our minds constantly Your self talk influences your moods , emotions, and ultimately your behavior

Positive Self talk Self-talk is basically your inner voice, the voice in your mind which says things that you don't necessarily say out loud. Often self-talk happens without you even realizing it and can be a subtle running commentary going on in the background of your mind. But what you say in your mind can determine a lot of how you feel about who you are?

Be careful how you are
talking to yourself
because you are listening

-Lisa M Hayes

Don't be a victim of negative self
talks , Remember you are listening.

Bob Procter

Just as making positive statements to yourself helps
you to build confidence, improve performance,
and improve your mental skills,

negative thinking
damages them.



SPEEKS 5 LINES TO YOURSELF EVERY MORNING



Chances of Success



▪ I won't	✓ 0%
▪ I Can't	✓ 10%
▪ I don't know how	✓ 20%
▪ I wish I could	✓ 30 %
▪ I want to	✓ 40 %
▪ I think I might	✓ 50 %
▪ I might	✓ 60 %
▪ I think I can	✓ 70%
▪ I can	✓ 80%
▪ I am	✓ 90%
▪ I did	✓ 100%

~~Impossible
Unable~~

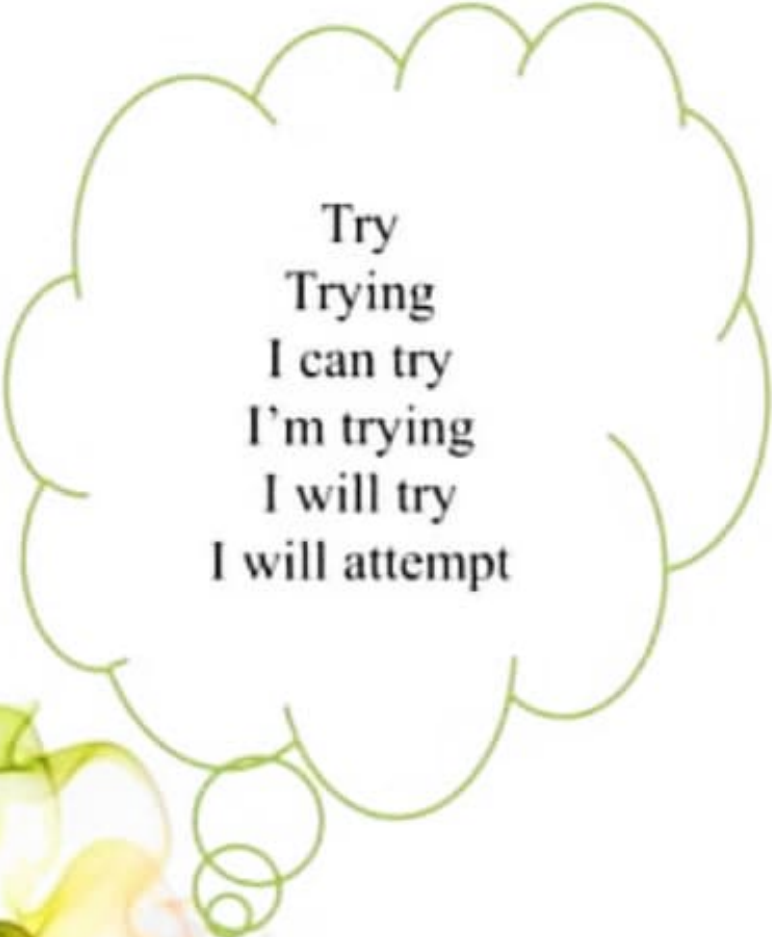
**I CAN
&
I WILL**

Learn the meaning of each word , the root and the original intension . Find the cousin to each word , say it , feel it which one will you move forward in your life

I Can't
I won't
It's hard
I don't believe
I'm Skeptic
I don't like it


=

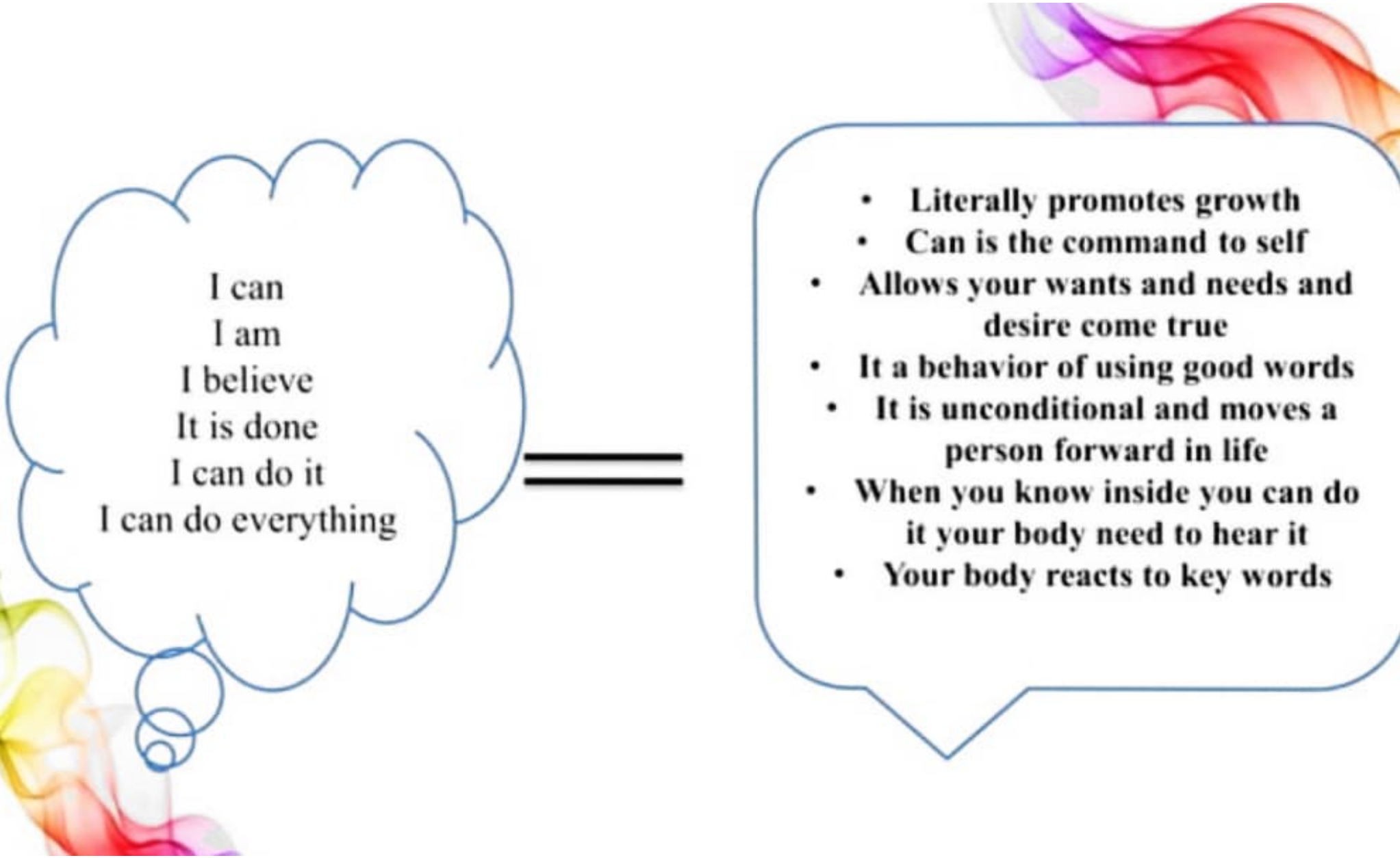
- Will literally stop growth
- Will literally put a block in your way
 - Can not is command to self
- Will literally stop you from achieving any thing in your life
- Is a taught behavior that is conditional to hold a person back
 - Stop person from learning
- Stop person from gaining intellect (IQ)



Try
Trying
I can try
I'm trying
I will try
I will attempt

=

- 
- Try and you will do it over and over never got to the end
 - Puts a block in your way
 - Try is a command to self
 - Try and trying is taught behavior that is a condition to hold the person back
 - It has very little or no results
 - It is like running a race with no end
 - It is never ending
 - It is repetitious



I can
I am
I believe
It is done
I can do it
I can do everything

=

- Literally promotes growth
- Can is the command to self
- Allows your wants and needs and desire come true
- It a behavior of using good words
- It is unconditional and moves a person forward in life
- When you know inside you can do it your body need to hear it
- Your body reacts to key words




Speaking and Writing with Confidence

- ✓ I have good ideas and I am able to express my ideas in a clear and interesting way.
- ✓ People like the way I express myself, and they enjoy hearing my thoughts and ideas.
- ✓ My mind gives me the words I need, right when I need them.

Dealing with problems

- ✓ I like challenges and meet them head on.
- ✓ My will, my strength, my determination are always stronger than any problem I face.
- ✓ I know every problem holds within itself the keys to its own solution.



Improving your career:

- ✓ I enjoy seeking and finding new opportunities in my life
- ✓ I never allow the word "no" to stop me or even slow me down.
- ✓ I look forward and never look back.
- ✓ I am creating a bright, positive, successful future for myself.
- ✓ I know where I'm going (*I will be a best Professional*), and I'm well on my way.

Learning to say no

- ✓ I carefully guard the time I set aside for things which are important to me.
- ✓ My time and energies are gifts which I protect and give by my choice, not the dictates of others.
- ✓ Saying no is easy for me. I am confident, self-assured and in control of my life.



Situation	Negative self-talk	Positive self-talk
Example: Speaking to someone new	I'm d n	
Feelings		
1. Trying a new problem		
Feelings		
2. Giving a talk to the class		
Feelings		
3. Asking if you can join a game		
Feelings		
4. Asking to borrow something special		
Feelings		
5. Giving an opinion		
Feelings		
6. Making a speech		
Feelings		


Your voice command, your mind, body spirit

- ✓ Help the self by walking the absolute truth of your own life
- ✓ meditate & pray
- ✓ Keep your thoughts positive
- ✓ Be self empowered
- ✓ Use the tool presented in good way
- ✓ Focus on new things rather than changing what is
- ✓ Act “as if” give your self permission to believe the idea is true
- ✓ Train your mind to see something good in everything
 - ✓ Do not get upset with people or situation both are powerless without your reaction



As Grandma Rosalie Austin said

“ Fake it till you make it”

A silhouette of a person performing a handstand is positioned on the left side of the image. The person's arms are raised, and their legs are bent at the knees. The background is a vibrant sunset sky with a gradient from deep blue at the top to bright orange and yellow near the horizon. Several trees and a street lamp are visible as silhouettes against the bright horizon line.

OUR ACTIONS ARE INSPIRED BY OUR
THOUGHTS. IF WE CAN CHANGE THE
WAY WE THINK, WE CAN BEGIN TO
CHANGE THE ACTIONS WE TAKE.

-EVELYN LIM



SOS Negative Self Talk Stooping Technique

S- top

Mentally tell your self to “Stop!” to give you the opportunity to address the thought and interrupt the cycle

O-bserve

Observe what you are saying to yourself and how it make you feels

S-hift

Shift your cognitive , emotional or behavioral response by using positive coping skills

Keep your **THOUGHTS POSITIVE** because your thoughts
become your WORDS.

Keep your **WORDS POSITIVE** because your words become
your BEHAVIOR.

Keep your **BEHAVIOR POSITIVE** because your behavior
become your HABITS.

Keep your **HABITS POSITIVE** because your Habits become
your VALUES.

Keep your **VALUES POSITIVE** because your Value become
your DESTINY.

- Gandhi

No more negative
self-talks. It's time
to Raise up & be
all you are meant
to be....



Worksheet for Reframing Thoughts

Champions reframe situations in ways that motivate them to perform their best. They proactively create a positive mind-set that promotes excellence rather than allowing the situation to dictate how they think and feel. For this worksheet, list situations in the box on the left that interfere with personal excellence, and reframe those situations more constructively by asking yourself the questions from the box on the right.

Situations

Situations I dislike or complain about that prevent me from performing my best.

Reframing Strategies

How can I reframe this situation as a positive challenge?

What are the positives/benefits of this situation?

How might I benefit from this opportunity?

What can I learn from this situation?



Hey You ..

Yes , you Stop being unhappy with yourself . You are perfect. Stop wishing you looked like someone else or wishing people liked you as much as they like someone else . Stop trying to get attention form those who hurt you. Stop hating your body, your face , your personality , your quirks Love them. Without those things you wouldn't be you. and why would you want to be anyone else ? Be confident with who you are . Smile . It will draw people in. If anyone hates on you because you are happy with your self then stick your middle finger in the air and say screw it . My happiness will not depend on others anymore . I'm happy because I love who I am .

I love my flaws . I love my imperfections . They make me “me” .

And “me” is pretty amazing

Source : Unknown

As you think so shall you be

Positive Mind

Positive vibes

Positive life

So talk yourself like you would to someone y