How to Care When You Don't Care

Fueling Motivation At Work

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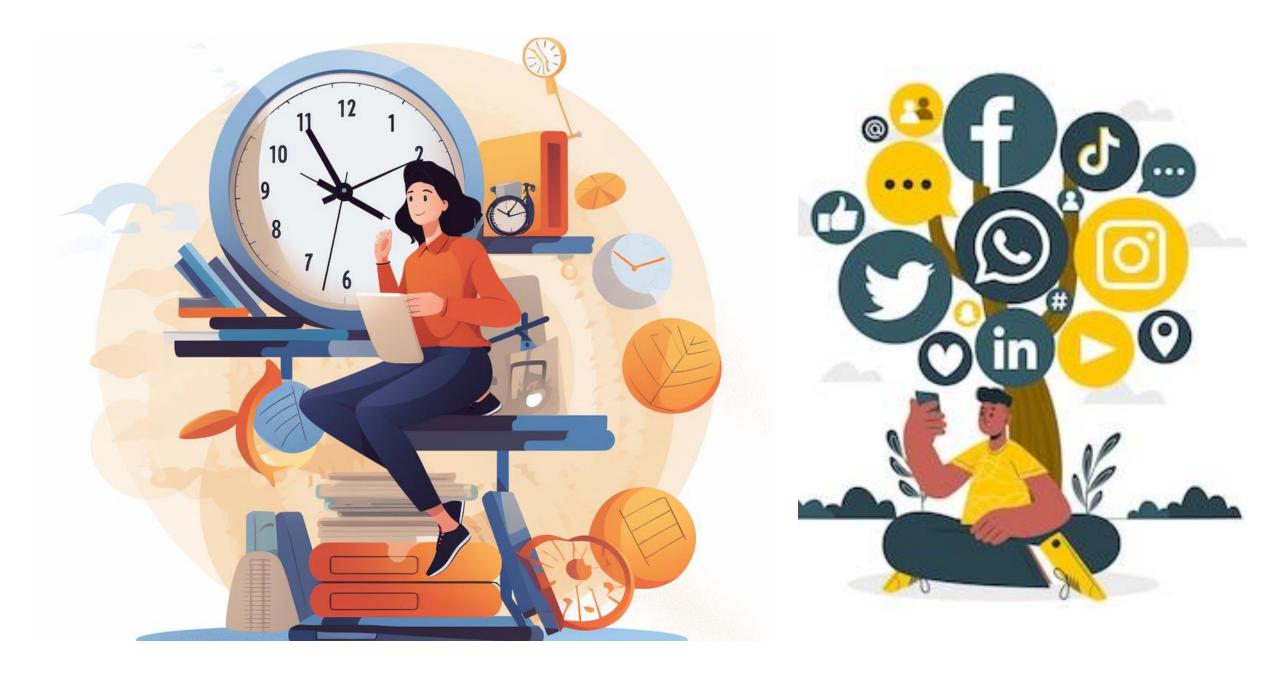






Agenda

- Introduction
- Understanding Motivation
- Lack of Motivation
- Fostering Motivation at Work
- Positive and Negative Motivation Strategies
- Activity: What Drives You?
- Final Thoughts









Persistent effort is not a natural aversion

Maintaining motivation is crucial for high-achievers





Motivation is by conscious design







Motivation as a Spark, Flame and Bonfire

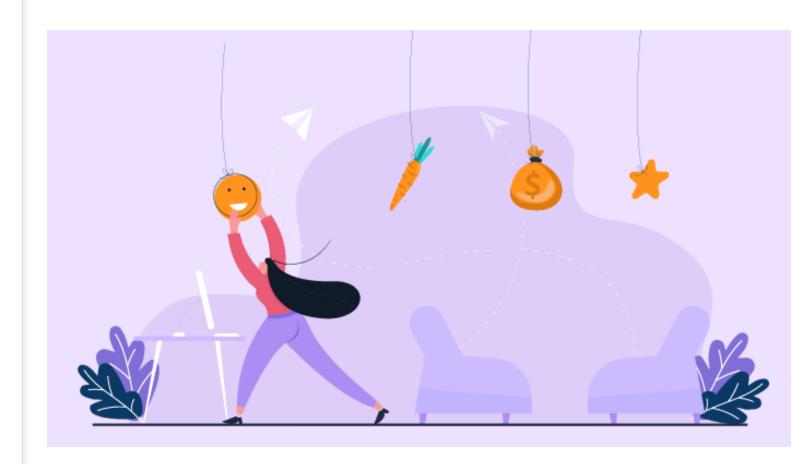
Defining Motivation

Intrinsic Motivation

- Originates from within
- Driven by personal satisfaction, passion, or enjoyment
- Activity is an end in itself
- Examples: playing a video game, sport, or learning a skill like painting

Extrinsic Motivation

- Comes from external sources
- Associated with rewards or avoiding undesirable outcomes
- Activity is a means to an end
- Examples: to win a prize, or earn a bonus





Intrinsic Motivators

- Creative Problem-Solving
- Mastery and Skill Development
- Autonomy
- Purpose and Impact
- Passion for Technology



Extrinsic Motivators

- Salary, Bonuses / Job security
- Recognition and Praise
- Career Advancement
- Perks and Benefits
- Competitions or Gamification



Lack of Motivation

- You're too busy
- You struggle with overwhelm
- Fear of failure / lack of belief in self or capacity
- Lack of a challenge
- Physically or mentally exhausted
- Emotionally detached or fatigued
- Work life balance is off
- Lack of recharge opportunities

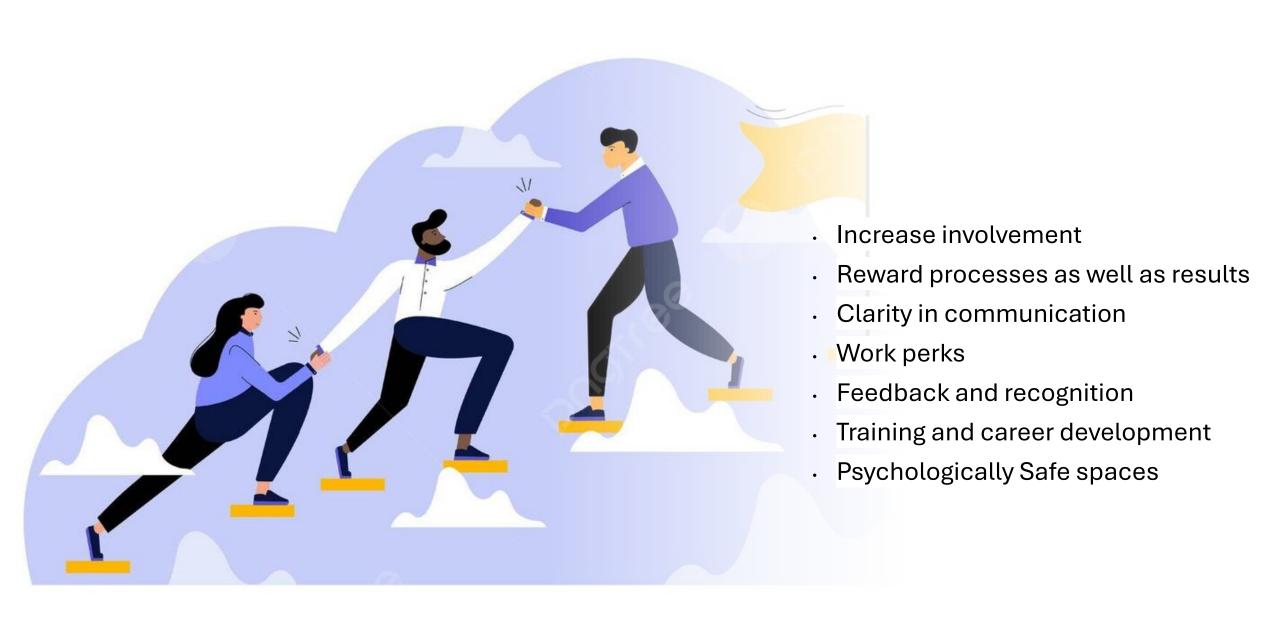
Addressing Lack of Motivation

- You're too busy do vs can wait
- You struggle with overwhelm break tasks down
- Fear of failure reframe it as an opportunity to learn
- Lack of a challenge gamify the work
- Physically or mentally exhausted take a break
- Emotionally detached or fatigue determine the misalignment
- Work life balance is off set boundaries
- Lack of recharge opportunities check in with yourself



Fostering Motivation At Work





Positive Motivation Strategies

Who needs you on your A game today?

Scheduled, procrastination

Rewards

• Buddy system









Negative Motivation Strategies

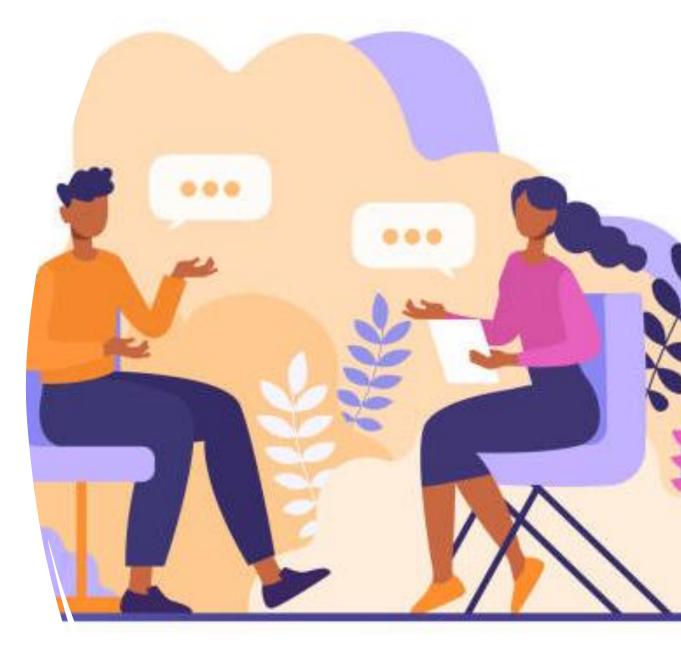
- Social embarrassment
- Task motivation
- Personal deprivation

Motivational GPS



Activity: Motivation Reflection – What Drives You?

- What tasks or projects do you feel most motivated to work on?
- What motivates you internally?
- What motivates you externally and when do you rely on them the most?



Activity: Motivation Reflection

- How do your intrinsic and extrinsic motivators differ?
- Is internal satisfaction or external rewards for motivation more common?
- How might you better balance both types of motivation in daily work?



FINAL THOUGHTS



Multifaceted Not a one-size-fits-all concept Nature of Shapes overall drive and success **Motivation** Reflect on Consider intrinsic vs extrinsic rewards Personal **Motivation Dynamic** Force of Nurture and harness it effectively **Motivation** Renew your sense of motivation **Take Action** Build a bonfire to reach your goals

