

How to Care When You Don't Care

Fueling Motivation At Work

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EXCELLENCE IN RECRUITMENT





Agenda

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



I AM MY
motivation



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





- Increase involvement
- Reward processes as well as results
- Clarity in communication
- Work perks
- Feedback and recognition
- Training and career development
- Psychologically Safe spaces

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 Nature of Motivation

Not a one-size-fits-all concept
Shapes overall drive and success

Reflect on Personal Motivation

Consider intrinsic vs extrinsic rewards

Dynamic Force of Motivation

Nurture and harness it effectively

Take Action

Renew your sense of motivation
Build a bonfire to reach your goals

Questions?

