

Section 4: The 2nd Dimension, Inside the Mind

Game Plan

Observe

1. Log in to your online account and complete the following units in Module 5 & 6:

Motivation

- 5.1 – Overview
- 5.2 – Defining Motivation
- 5.3 – Extrinsic Motivation
- 5.4 – Intrinsic Motivation
- 5.5 – Drive
- 5.6 – Modeling
- 5.7 – Stepping In
- 5.8 – Wrap Up

Confidence

- 6.1 – Overview
- 6.2 – Skill & Belief
- 6.3 – Building Confidence
- 6.4 – Growth Mindset
- 6.5 – Attribution Theory
- 6.6 – Wrap Up

Reflect

2. Complete Section 4 of this Companion Workbook. You may do this electronically, print out this Section and use pen or pencil, or make notes within the online system. Come to your Team Meeting having completed all the questions in Section 4.

Discuss

3. Attend and participate in your Team meeting.

Time: _____ **Place:** _____

3D Coaching Points

A motivated Teammate will give their best effort.

Building a Teammate's confidence builds their capacity.

First Dimension skills alone are not sufficient to build confidence.

Material Mastery

Motivation means to _____ and _____ in pursuit of a desired outcome.

The business/HR term for motivation is most often _____.

The two types of motivation are _____ and _____.

The biggest problem with extrinsic motivation is it will never _____.

Intrinsic motivation is driven by the _____ of the task.

Daniel Pink says the three things that drive motivation are:

1. _____

2. _____

3. _____

The three types of modeling are:

1. _____

2. _____

3. _____

The most powerful motivating force is _____.

Confidence is defined as an individual's _____ they have the necessary _____ to produce a desired outcome.

What are the three steps to building confidence in a Teammate?

1. _____

2. _____

3. _____

A growth mindset could be defined as _____.

The impact that success in one area has on other areas is known as _____ Theory.

Reflection

What is something you are motivated to do? Why are you motivated?

What are some of the outcomes/results you've seen in your own life when you were **not** motivated to do something?

What are some of the misconceptions or problems with extrinsic motivation? How have you seen extrinsic motivation work? Fail?

Think of a time when you wrongfully assumed to know someone else's motive. What conflict did that cause? Looking back, what was the solution?

How have you benefited from a leader who effectively demonstrated Leader-Modeling?

What behaviors do you need to be more intentional about modeling for your Team?

How has love impacted your effort (in any walk of life)?

Think of a task or behavior that you are very confident in. How did you gain that confidence?

Think of a task or behavior you're are NOT very confident in. What process can you enact to help you become more confident?

How has your reception of praise affected your confidence (in any area)?

What are some past successes of your Teammates that you could spotlight to build confidence in them?

Discussion

How can you better understand the motivation of other members of your team?

What are some things you have done whole-heartedly with little or no extrinsic rewards?

How can you increase the Intrinsic motivation for the tasks you have to complete? How can you do this for others?

How have you seen extrinsic motivation fail in your organization(s)?

How can we include love in our organizations? What are the risks?

How does love increase intrinsic motivation?

Why does empty praise fail to raise confidence?

How do you walk the line between correcting behaviors and undermining confidence?

Action

Re-visit the indicators of high motivation that were listed in Unit 5.2. Think of people in your organization that are demonstrating one or more of those indicators. Think of a tangible way to “step into their world” to demonstrate care for their wellbeing. Find out why they are demonstrating these behaviors.

Write down the names of the members of your Team, family, or circle. Make an attempt to diagnose what their primary motivation is. Contemplate what missing that diagnosis would mean to your relationship, and their performance. Consider how you could more accurately assess their true motivation.

Think of someone in your circle who appears to be lacking motivation. Without addressing the behavior, think of a way you could love them (putting your needs aside for the benefit of another).

Think of a challenge that you would like to accomplish or a skill that you have not yet learned, but would like to. Write down the process it would take to accomplish the task. Now, identify the first step. Do it.

Identify people who demonstrate proficiency on a particular skill or task. Empower them to become peer-models for their Teammates.

