

Building Motivation

Mastery

- Connect to the purpose of your work, not just the task
- Ask yourself how your work impacts others
- Explore how your work contributes to your organization's success
- Seek feedback that encourages competency

Discuss:

- How have you grown from challenging assignments?

Relatedness

- Get to know people and what is important to them
- Notice others' ideas (use them when you can)
- Offer unexpected positive feedback when warranted
- Ask for and listen to other people's opinions

Discuss:

- Who motivates you to do your best work? Why?

Autonomy

- Make time for work that you enjoy, not only what you have to do
- Substitute “consider” for “must” or “should”
- Set personal goals for professional and self-development
- Take ownership for organizing tasks

Discuss:

- What events would you like to attend to inspire yourself?



Closing: Building Motivation

“Human beings have an innate inner drive to be autonomous, self-determined, and connected to one another. And when that drive is liberated, people achieve more and live richer lives.”

~Daniel H. Pink



Resources: *Building Motivation*

LinkedIn Learning

- Applying Motivation Techniques (~ 4 minutes)
<https://www.linkedin.com/learning/project-leadership/applying-motivation-techniques?u=50844473>
- Four Key Motivators (~ 3 minutes) <https://www.linkedin.com/learning/project-leadership/four-key-motivators?u=50844473>
- Injecting Motivation (~4 minutes) <https://www.linkedin.com/learning/ideation-for-leaders/injecting-motivation?u=50844473>
- Motivating Yourself (~ 3 minutes) <https://www.linkedin.com/learning/leading-yourself/motivating-yourself?u=50844473>
- Using Intrinsic and Extrinsic Motivators (~ 4 minutes)
<https://www.linkedin.com/learning/ideation-for-leaders/using-intrinsic-and-extrinsic-motivators?u=50844473>

Online Sources

- 15 Ways to Motivate Yourself <https://time.com/4262774/motivation-ways/>
- Examples of Autonomy in the Workplace and How to Get More of It
<https://www.gqrgm.com/examples-of-autonomy-in-the-workplace-how-to-get-more-of-it/>



More Resources: *Building Motivation*

More Online Sources

- The Flow Model: Balancing Challenge and Skills
<https://www.mindtools.com/pages/article/flow-model.htm>
- Motivation: Energizing Your People to Achieve Good Things
<https://www.mindtools.com/pages/article/motivating-your-team.htm>
- Pink's Autonomy, Mastery, and Purpose Framework: Encouraging Self-Motivation
<https://www.mindtools.com/pages/article/autonomy-mastery-purpose.htm>
- Self-Determination Theory: How it Explains Motivation
<https://www.verywellmind.com/what-is-self-determination-theory-2795387>

JMU Talent Development Resource Collection Books

- *Drive: The Surprising Truth About What Motivates Us* ©2009 by Daniel H. Pink
- *The Leader Habit: Master the Skills You Need to Lead - In Just Minutes a Day* ©2018 by Martin Lanik
- *Man's Search for Meaning* ©2006 by Viktor Frankl
- *Mindset: The New Psychology of Success* ©2007 by Carol Dweck
- *Motivating the "What's In It For Me?" Workforce: Manage Across the Generational Divide and Increase Profits* ©2007 by Cam Marston

