



Best Practice:
Motivation



**If You Could Be Anywhere
Right Now ...**

- 1. Where would you be?**
- 2. What would you be doing?**

Perception

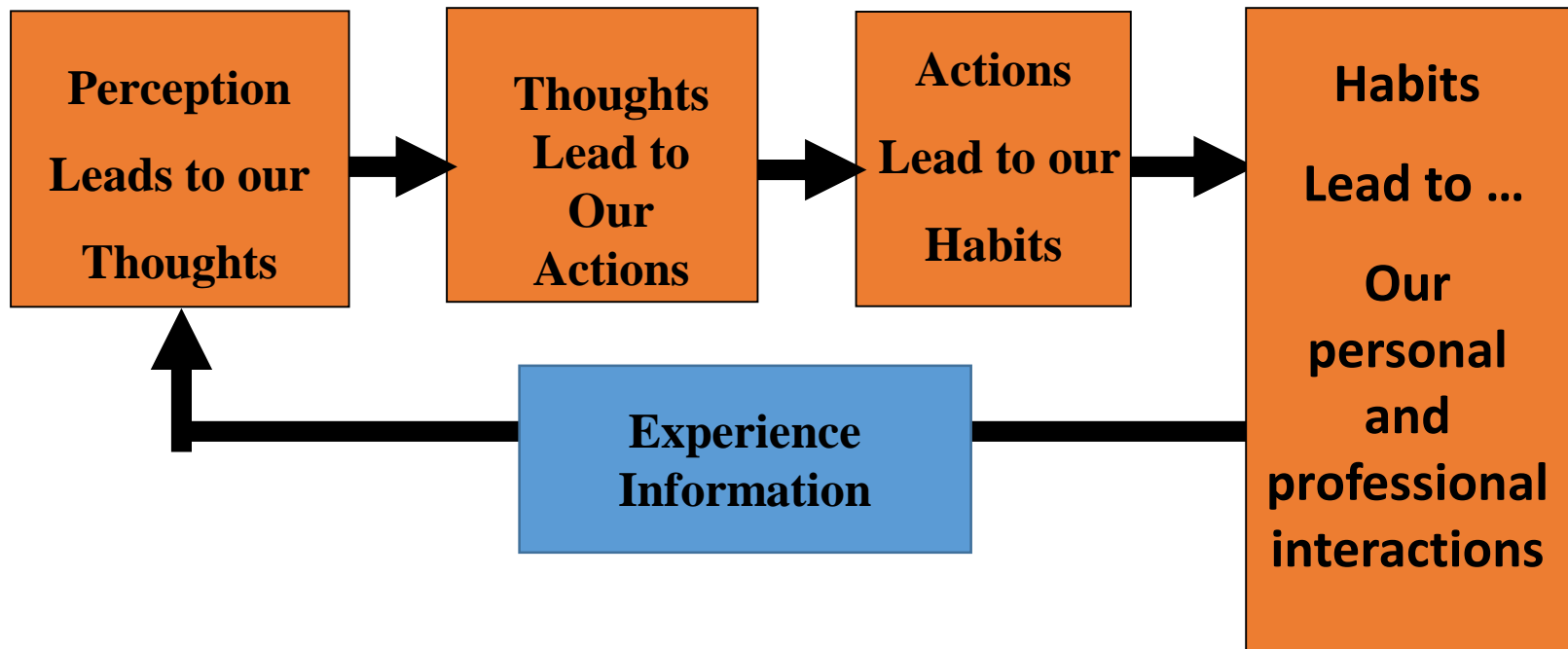






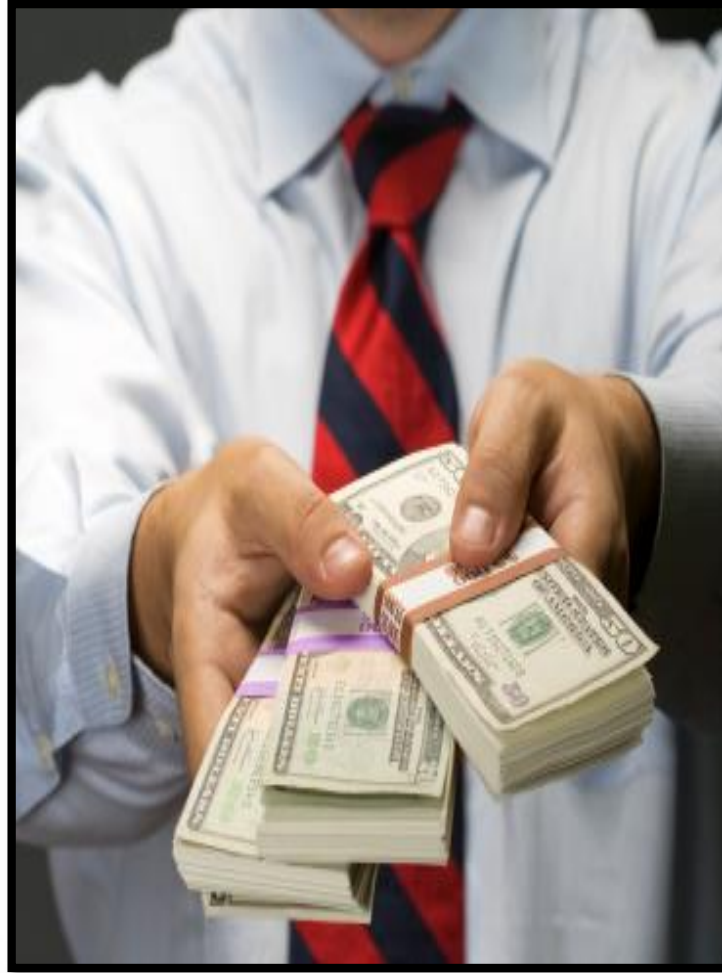


Perception



Quick Challenge:





They are capable of performing their work

Leadership Questions (Proactive):

- Have you clearly articulated what their role is or what the work is?
- Do they have the skills necessary to do the work?
- Are the goals and expectations clear and achievable?
- Is a plan in place that makes short and long term goals achievable?

That their efforts will result in a certain outcome

Leadership Questions (Proactive):

- Fairness - Is there a high likelihood that they will get the outcome if they put the time into the work?
- Have you addressed accountability on short and long term goals?
- Have you gotten out of their way? Allow for pride of ownership (but early influence) and risk taking
 - Stop the helping epidemic

That the payoffs for doing their work is worthwhile

- Do they like the outcome? Must like the outcome
 - Find Out Their Why for You and Them
- Internal versus External motivation
 - When do they feel most connected to their work?
- Situational and Context specific
 - Ties back to the accountability – Check Ins

References

Slide 1

- <https://thriveglobal.com/stories/what-is-extrinsic-motivation-and-how-does-it-help-us/>

Slide 2

- <http://www.gettyimages.com/detail/video/young-woman-in-empty-room-plainfield-new-jersey-usa-stock-footage/84676506>

Slide 3

- <https://warosu.org/tg/thread/30957242>
- <http://www.yellowbrickroad.com/follow/3-easy-ways-to-make-money-blogging/handing-out-money-2/>
- <https://www.youtube.com/watch?v=3UpLDi4NAU8>