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MOTIVATION



This workbook belongs to: _____



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The aim of this workbook is to help you to:



- **Understand what motivation is and what drives motivation.**
- **Understand different types of motivation to help you recognise what drives your own motivation.**
- **Understand what motivates you.**
- **Understand how to create goals.**



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What is Motivation?

How would you describe motivation?



Did you know that the Latin word for Motivation comes from the word *MOVERE* which means to move & motive?



Be the Change...

Motivation is the experience of desire or aversion. As such, motivation has both an objective aspect and an internal or subjective aspect. [Wikipedia](https://en.wikipedia.org/wiki/Motivation)

What do you think drives motivation?





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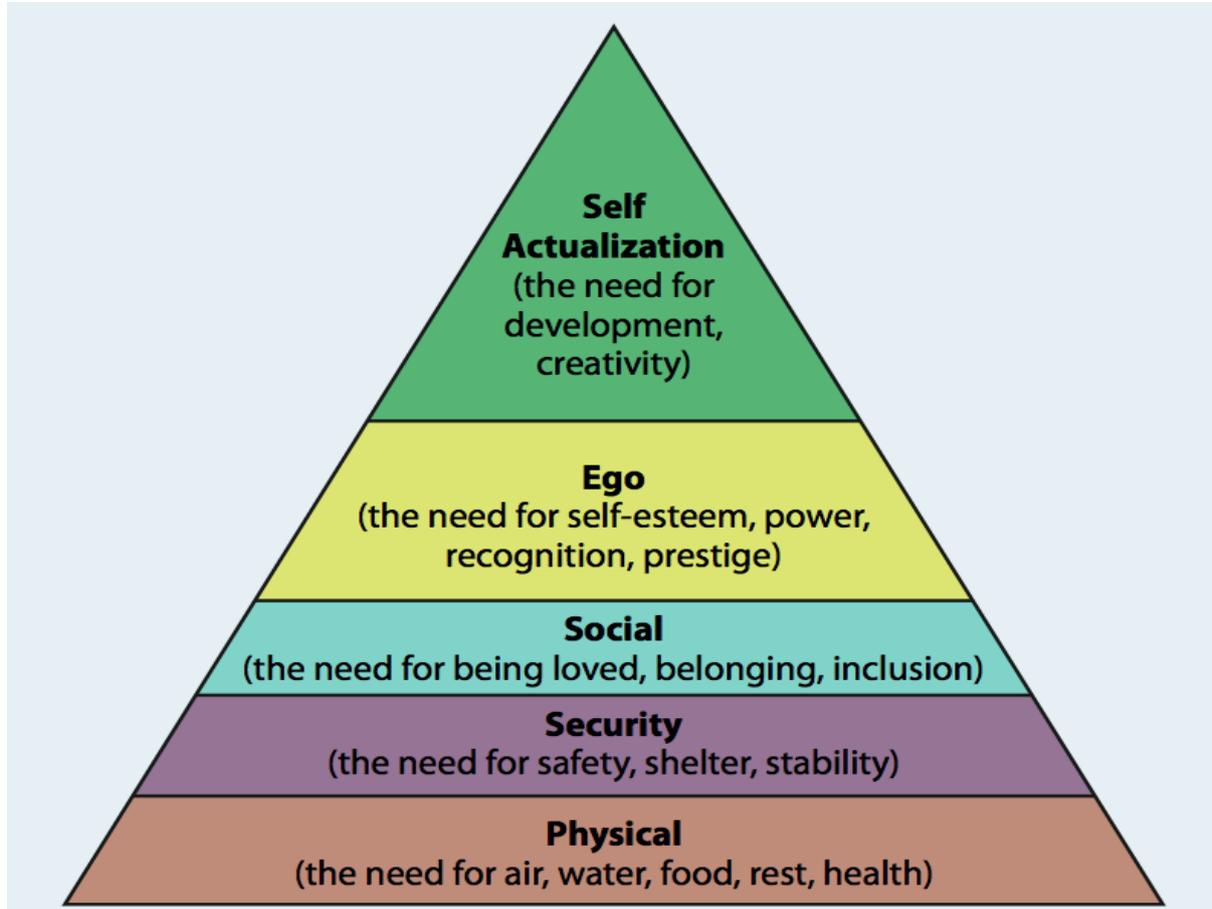


What Drives Motivation?

In Maslow's Theory of Needs Hierarchy, human needs are arranged in a lowest to the highest order. The second need does not dominate unless the first is reasonably satisfied and the third need does not dominate until the first two needs have been reasonably satisfied. This process goes on till the last need.

This is because man is never satisfied. If one need is satisfied, another need arises. Once a need is satisfied, it ceases to be a motivating factor.

*Maslow's hierarchy of needs is a **theory** in psychology proposed by Abraham **Maslow** in his 1943 paper "A **Theory** of Human Motivation" in Psychological Review*





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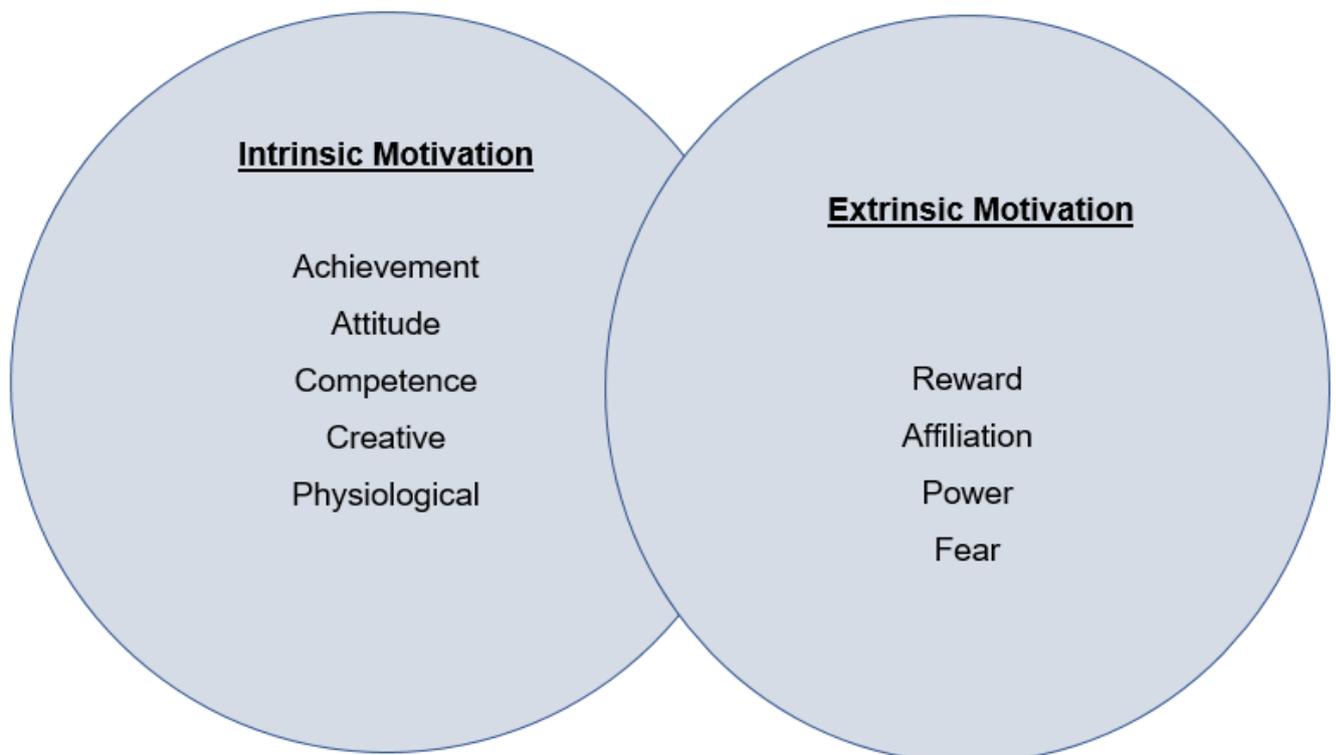
Understanding Types of motivation

Intrinsic and Extrinsic Motivation:

Intrinsic and extrinsic motivation are the two main types of motivation and represent all motivational drivers.

Intrinsic motivation describes all motivational-types driven by internal rewards. Also described as unenforced motivation.

Extrinsic motivation describes all motivational-types driven by external rewards and can also be viewed in some types as forced motivation





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Specific Types of Motivation:

Intrinsic Specific Types	Extrinsic Specific Types
<p>1. Achievement Motivation: It is the drive to pursue and attain goals. An individual with achievement motivation wishes to achieve objectives and advance up on the ladder of success. Here, accomplishment is important for its own sake and not for the rewards that accompany it.</p>	<p>1. Reward- Incentive Motivation: It is where a person or a team reaps a reward from an activity. It is “you do this and you get that”, attitude. It is the type of rewards and prizes that drive people to work a little harder.</p>
<p>2. Attitude Motivation: Attitude motivation is how people think and feel. It is their self- confidence, their belief in themselves, and their attitude to life. It is how they feel about the future and how they react to the past.</p>	<p>2. Social Nudges and social norms - Affiliation Motivation: Drive to relate to people on a social basis. Those with affiliation motivation perform work better when they are complimented for their favorable attitudes and co-operation. This is often used by governments, social nudges, to encourage and drive social change in both attitudes and behavior which in turn can create social norms. (acceptable and non- acceptable community behavior).</p>
<p>3. Competence Motivation: It is the drive to be good at something, allowing the individual to perform high quality work. Competence motivated people seek job mastery, take pride in developing and using their problem-solving skills and strive to be</p>	<p>3. Power Motivation: It is the drive to influence people and change situations. Power motivated people create an impact on their organization and are willing to take risk to do so.</p>



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<p>creative when confronted with obstacles. They learn from their experience.</p>	
<p>4. Creative Motivation:</p> <p>Many people are motivated by creativity or the drive for creative expression. Examples of creative motivation include things in which you feel compelled to create, such as the motivation to write a book, act in a movie, play the guitar, build a product, or start a business.</p>	<p>4. Fear Motivation:</p> <p>Fear motivation often motivates due to potential consequences if something is not done and sometimes against someone's will. An example: Do this or else....</p>
<p>5. Physiological Motivation:</p> <p>Often, humans are driven by some internal force beyond their explanation. For example, this is sometimes the case when you pursue someone out of love. Your actions are motivated by deep physiological feelings that are primal and cannot be ignored, regardless of how hard we try.</p>	

Have you experienced any of the specific types of motivations?

Write down examples of when you have personally experienced any of the types of motivations?



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WHY SET GOALS?

- Goal setting is used by top-level athletes, successful business-people and achievers in all fields.
- Setting goals gives you a long-term vision and short-term motivation.
- Goals help you to organise your time and your resources so that you can make the very most of your life.
- You will see forward progress in what might previously have seemed a long pointless grind.
- You will also raise your self-confidence, as you recognise your own ability and competence in achieving the goals that you've set.



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**IF IT DOESN'T CHALLENGE YOU
IT DOESN'T CHANGE YOU**

- FRED DEVITO

Goal setting

Types of Goals

Long Term: These are defined as goals that will take longer to achieve typically between 1-5 years.

- Set yourself some goals that you want to achieve by this time next year (at least 3 goals)
- Are there any barriers to you reaching your goals (example: self-saboteur/ lack of focus or disorganised)?
- What are you going to do to tackle the barrier(s)?
- Goals should be **SMART**: Specific, Measurable, Achievable, Realistic and Timely.



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**Create a plan that shows the steps you need to take to achieve your goals
Long term goals (write these down)**

What is the goal?	How am I going to achieve it?	What support do I need?	When am I going to complete it by?
1.			
2.			
3.			

Short Term: These are typically 1 week to 1 year. Short term goals can also be set to help break down with long term goals into sizeable and manageable steps.



Short term goal activity:

- 1. Write a 'to do list' for this week, number each task in priority order.**
- 2. Find a motivational quote that you find personally inspiring.**



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Your Reason Why!



To fully understand what truly motivates you knowing and understanding your reason why will help you to create and sustain motivation.

What Motivates you? What is your reason why?

(write down an action then on the next paragraph your reason why, your because):

I do this:

Because my reason why is:



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How Motivated are you? Self- Motivation Quiz

For each statement, circle the score in the column that best describes you (based on the above scale).

Please answer questions as you are (rather than how you think you should be), and don't worry if some questions seem to score in the 'wrong direction.

Not at all	Rarely	Sometimes	Often	Very Often	
1	2	3	4	5	
I'm unsure of my ability to achieve the goals I set for myself.	1	2	3	4	5
When working on my goals I put in maximum effort and work even harder if I have suffered a setback.	1	2	3	4	5
I regularly set goals and objectives to achieve my vision for my life.	1	2	3	4	5
I think positively about setting goals and making sure my needs are met.	1	2	3	4	5
I use rewards (and consequences) to keep myself focused. For example, if I finish my work on time, I allow myself to take a coffee break.	1	2	3	4	5
I believe that if I work hard and apply my abilities and talents, I will be successful.	1	2	3	4	5
I worry about deadlines and getting things done, which causes stress and anxiety.	1	2	3	4	5
When I come up with a really good idea, I am surprised by my creativity. I figure it is my lucky day and caution myself not to get used to the feeling.	1	2	3	4	5
When an unexpected event threatens or jeopardizes my goal, I tend to walk away, set a different goal, and move in a new direction.	1	2	3	4	5
I tend to do the minimum amount of work necessary to keep others (teacher, parents, boss) satisfied.	1	2	3	4	5
I tend to worry about why I won't reach my goals, and I often focus on why something probably won't work.	1	2	3	4	5
I create a vivid and powerful vision of my future success before embarking on a new goal.	1	2	3	4	5
TOTAL					



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Self - Motivation Quiz Results

SCORING: A lower score indicates you may need to learn strategies to increase motivation.

44 - 60 high

Wonderful! You get things done, and you don't let anything stand in your way. You make a conscious effort to stay self-motivated, and you spend significant time and effort on setting goals and acting to achieve those goals. You attract and inspire others with your success. Treasure this – and be aware that not everyone is as self-motivated as you are!

28 - 43 moderate

You're doing OK on self-motivation. You're getting some way towards some of your goals– however, you could achieve much more. To achieve what you want, try to increase the motivation factors in all areas of your life.

12 - 27 low

You allow your personal doubts and fears to keep you from succeeding. You've probably had a few incomplete goals in the past, so you may have convinced yourself that you aren't self-motivated – and then you've made that come true. Break this harmful pattern now and start believing in yourself again.





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Motivation word search

Find the words in the coloured box below in the grid. They have been placed forwards, backwards and diagonally.

E	F	O	R	C	E	D	S	U	M	G	M
Y	X	N	P	O	I	L	W	A	O	M	Y
H	D	T	G	F	M	F	O	A	T	O	R
C	X	M	R	E	R	J	L	N	I	V	O
R	Q	S	W	I	O	S	S	P	V	E	E
A	R	B	K	W	N	H	A	O	A	R	H
R	E	A	S	O	N	S	M	R	T	E	T
E	L	A	I	C	O	S	I	W	I	B	E
I	N	T	R	I	S	I	C	C	O	R	G
H	T	E	V	I	T	O	M	U	N	M	D
W		R	E	A	S	O	N	Y	A	Z	U
U	N	E	N	F	O	R	C	E	D	J	N

INTRINSIC	SOCIAL	MOVERE
EXTRINSIC	NORM	MOTIVE
MOTIVATION	THEORY	REASON
GOALS	MASLOWS	FORCED
NUDGE	HIERARCHY	UNENFORCED



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Motivation: Post Assessment and Evaluation

Please complete below and hand back to your journey guide.

Post Assessment	Name:	Date:
I have improved my overall understanding of motivation.		yes/no
I generally feel that I understand my own motivation.		yes/no
I feel that I will be able to try some of the motivation improvement techniques.		yes/no
I have found this helpful.		yes/no

Evaluation
Please describe your experience using the workbook:
What actions will you take as a result of the information in the workbook?
What did you feel was relevant and what was not?
How can this workbook be improved?