



Motivation Made Easy

"Motivation is what gets you started - habit is what keeps you going"

Sustained motivation is something that we could all do with. Passion, drive and motivation are 3 of the keys towards delivering brilliant performances consistently. Managers often complain that staff are not motivated enough to achieve. Some senior managers are concerned that even their own motivation fluctuates at times. The two most common questions I get asked are:

1. How can I get motivated and stay motivated?
2. How can I get staff to do the same?

Firstly, one must realise that motivation is rarely constant - it fluctuates at times and this is normal. Saying that however, it is well within your control to ensure that motivation stays at high levels for sustained periods of time.

There are 2 types of motivation: Extrinsic (outwardly driven) and Intrinsic (coming from within). Extrinsic motivation tends to focus on the rewards you will gain if and when you achieve what you set out to do. Intrinsic motivation is where you are 'enjoying the journey' and each moment that you are contributing. Intrinsic motivation tends to be the one with higher sustainable motivation associated with it. Team members in top performing workplaces exhibit both types of motivation (a powerful combination) and it is this way of thinking and behaving that becomes entrenched into cultural habits.

So, in order to improve motivation in the workplace, you can start by asking yourself these 2 questions:

1. How can I enjoy each working day and how can I enjoy the process?
(Mindsets are important here);
2. What rewards would make me really motivated to continue to succeed, knowing that my hard work is being fully appreciated?

Without the right levels of motivation, your business might survive but probably won't thrive