IMI Life Skills – Motivation

We all need to feel motivated. To get up and get going in the morning, to push ourselves to succeed and reach our goals. Whether it’s our own internal motivation or the motivation we derive from others, we need to equip ourselves with the knowledge of what drives us, and our friends, family, and team members so we can be our best and most effective selves.

**Question – What Motivates You?**

Maslow’s Motivational theory states that there are more ways to motivate people than through pay.

The theory links motivation with a hierarchy of needs across 5 levels and the higher up the scale we move, the more positively motivated we feel.

The levels are:

* Survival needs - The drive to secure what you need to physically live, like food and water.
* Safety needs – The effort to ensure we feel secure in our surroundings like shelter and support.
* Social needs – The links we need with others in order to feel connected and a part of a social community like friendship, and emotional connection.
* Self esteem needs – What we need to feel good about ourselves such as recognition, Status, empowerment.
* Self-fulfilment needs – Achieving your full potential and becoming your best self.

For this module we will focus on the top 3 levels – social, self-esteem, and self-fulfilment.

Think about what motivates you, and how you can find out what motivates those around you. When you are with others, make sure you spend some time getting to know them, about their interests, the type of support they might appreciate. This will let them know you have their best interests in mind.

**What do you consider to be your most important social needs?**

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**What do you think are some of your Self-esteem needs?**

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**What do you think are some of your Self-fulfilment needs? What makes you happy?**

**Tactics to Motivate yourself.**

* Stay positive – Start with a smile. Visualize a fond memory or something that makes you smile before every time you enter a room or interact with people- it will be noticed!
* Create realistic goals and visualise your success. Work out what your priority goal is and break it down into small steps, small wins to give you a boost every day.
* Track and acknowledge even the smallest successes and find ways to remember why and what motivates you in the first place, maybe use visuals like a picture of something you aspire to achieve.
* Make it a point to say one positive thing about each person you interact with every day or week.
* Keep company with like-minded motivated people where possible

What thoughts or memories put a smile on your face every time?, how can you create a visual or physical reminder of this? (eg a picture, phrase or something to look at)

**How to deal with demotivation and re-energise yourself.**

* Change of scenery – changing where we work is one of the easiest ways to re-boot your brain function and boost your creativity.
* Task Rotation – if you start to feel less productive and the task is not urgent, switch your focus onto a different task for a short amount of time. Then switch back to your original task with a refreshed focus
* Try out different ways of working, if you tend to work alone find people and projects to collaborate on
* Modify your routine – Science has proven activities like exercise and relaxed focus techniques like mindfulness, yoga and deep breathing all help with productivity and creativity, try to incorporate them into the start of your day and you will get results.
* Practice positive affirmations, be optimistic about potential outcomes and say it out loud!. what we tell ourselves often influences our realities. Be aware and adapt language you routinely use to be more positive, instead of “I Cant”, Use phrases like “Ill find a better way”
* Focus on what you can control, if its something you can fix, then fix it, don’t complain about things outside

of your control

Think of and write down some alternatives for the following phrases:

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| **Negative word/Phrase** | **Positive alternatives** |
| I Can’t  | Eg. I will… |
| It’s impossible |  |
| I don’t know | Eg I need to find out.. |
| I hate this |  |
| It won’t work |  |
| Who cares? |  |
| I’m so done |  |

**Mindset**

The power of mindset on your motivation and subsequent levels of achievement in whatever you do is well established. Generally there are 3 contrasting ways of categorising Mindset:

* **Fixed mindset** – A fixed mindset is one in which a person believes that your intelligence is static and cannot be changed, viewing each success as an affirmation of your existing ability as it’s measured against a fixed standard. This creates an urgency to repeatedly prove yourself, while also striving to avoid failure as it would make you appear deficient which makes it more difficult to overcome obstacles as you attempt to cover up your mistakes. It can also result in negative self-talk and setting limitations on your own actions

* **Growth Mindset** – A growth mindset, is one in which you’re able to take advantage of opportunities as you welcome challenges and embrace the chance to learn from others, understanding the importance of hard work, effort and perseverance as you set about achieving your desired results. Failure becomes an opportunity to learn and weaknesses simply things which can be improved as you look to stretch your abilities and develop a passion for learning.
* **Benefit mindset** – Adopting a benefit mindset means you use your development to make a meaningful difference in your life, work and community by bringing people together and promoting wellbeing on both an individual and collective level.

