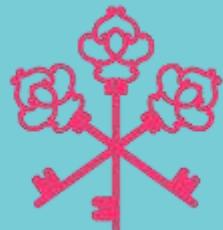


The keys to leading motivation in challenging times



Jo Creed

2 areas we will look at today are:

- Your own motivation, things to consider and some tips to help
- Keys to leading your team's motivation

Questions to check in on

- How would I describe my passion for my role to someone who doesn't know what I do?
- What keeps me in my role?
- What or who inspires me or pushes me to reach my peak?
- How do I want to be seen and how am I living up to that?
- What are my drivers, what is behind my desire to succeed?
- Do I have measurements of 'success'
- Do I have clarity on my purpose?

Writing a purpose statement

- The words must be yours and capture the essence of your ‘why’
- It should be short, succinct and connect with you emotionally (can you write it out in 6 or less words?)

Also consider what is impacting your own motivation currently, for example:

- Are you hitting your head against the things you can't control?
- Are you comparing yourself to others?
- Are you holding onto a value that cannot be fulfilled?
- Are you trying to change others?
- Are you mind-reading?
- Are you spending too much time looking at the problems, rather than the achievements or opportunities?
- Are you taking life too seriously?

Checking in on alignment



Checking in on alignment



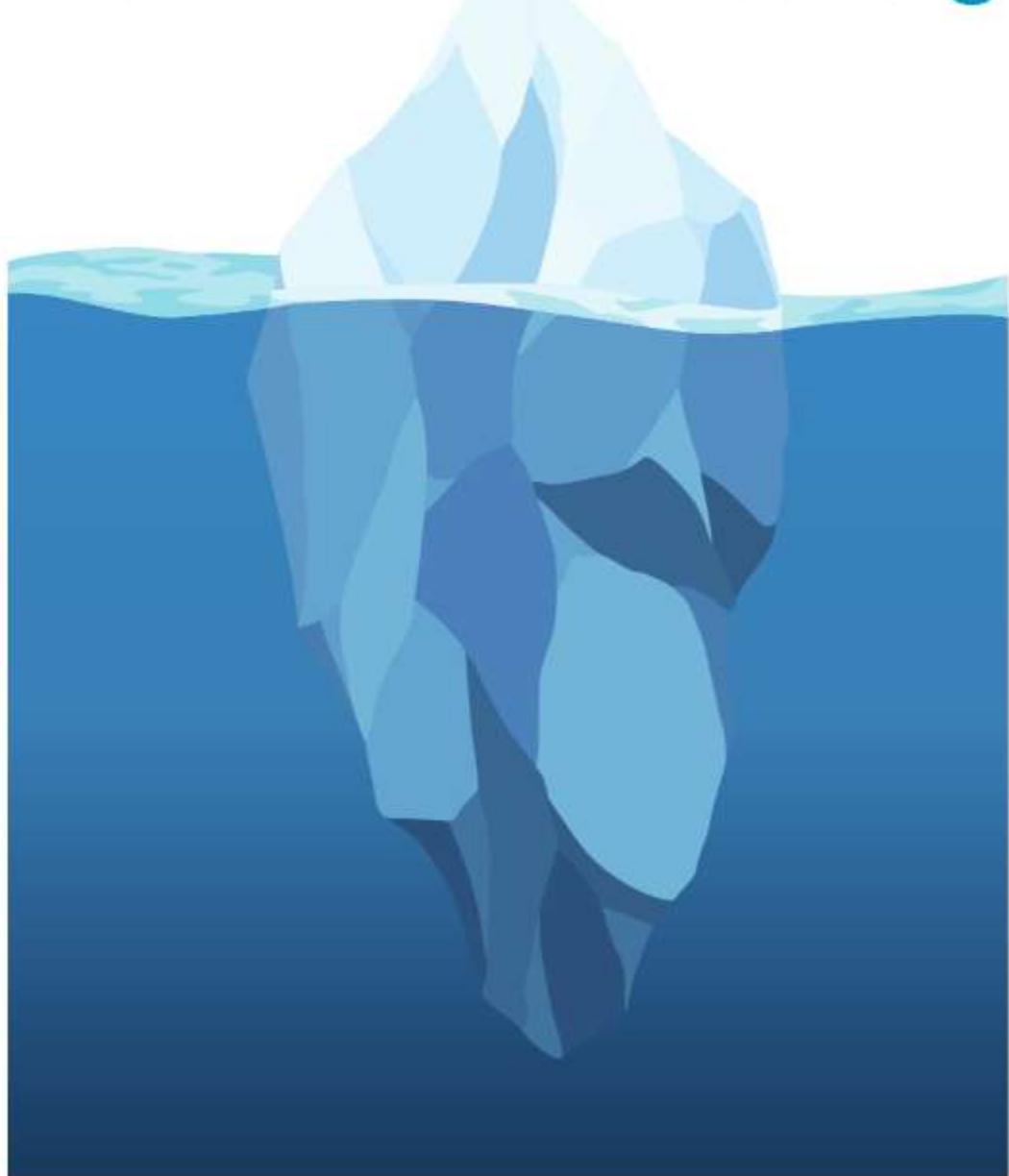
If something is out of alignment consider the following questions:

- What is missing that needs to be present?
- What is present that needs to be missing?
- Are my boundaries in place?

A close-up, horizontal photograph of two people's hands gripping a thick, light-colored rope. The hands are positioned in the center, pulling the rope in opposite directions. The person on the left is wearing a white shirt, and the person on the right is wearing a light blue shirt. The background is a neutral, dark grey.

The keys to motivating others in
challenging times.

The motivation iceberg



Extrinsic Reward

- Monetary
- Benefits
- Awards

Public recognition/praise

Career progression

Intrinsic Reward

Acknowledgement

Autonomy

Sense of purpose

Sense of belonging

Direction

Fulfillment

Pride

Personal growth

Learning

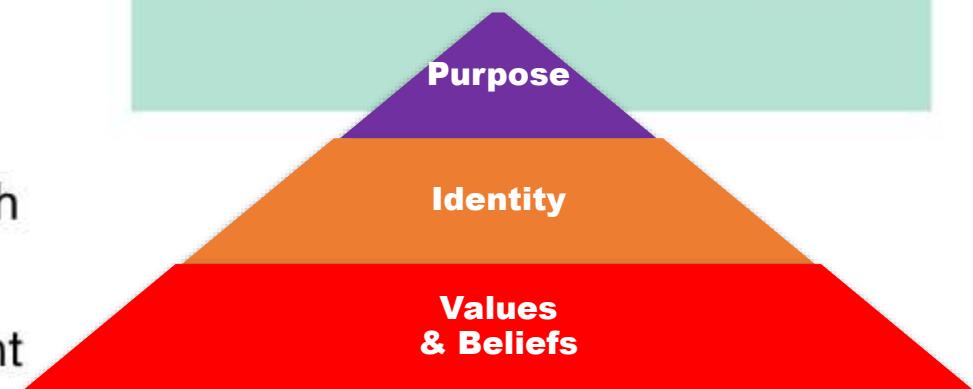
Accomplishment

External

They usually have limited impact over time if they are not increased

Internal

Self directed, improves how they perceive themselves and are deeper sustainable levels



Nurturing Trust

- Consistency in your behaviour and your leadership style
- Honesty and clear **ongoing** communication
- Be open to feedback and give evidence based feedback
- Step away from micro management – show you trust them
- Be realistic and do not over promise
- Avoid fear of conflict by encouraging open debate
- Balance optimism with a realistic view of the challenges
- Be curious about their perspective
- Ask them what they need from you
- Show the behaviours you need from them, particularly:
 - Resilience
 - Openness to different ideas and perspectives
 - Curiosity
 - Empathy and compassion
 - Accountability
 - Take a 'yes and..' approach



Meet them at their bus stop

Listening is one of your most valuable tools

Be aware when you are listening:

- To agree
- To disagree
- To solve
- To give your experience/ opinion
- Whilst distracted

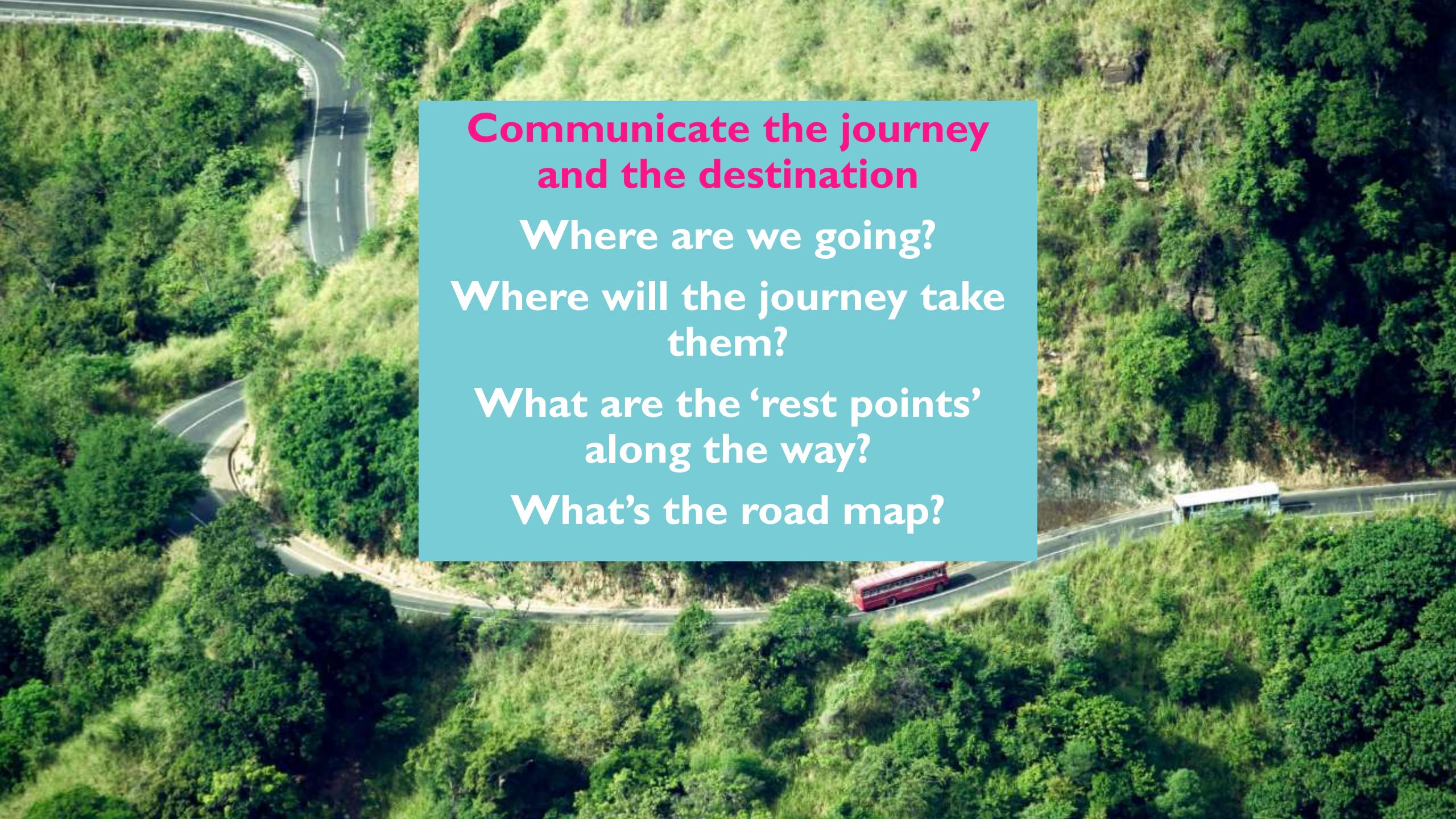




The importance of listening and asking curious questions

Some particularly powerful open and curious questions

- Tell me more about
- What kind of
- What's important about
- What do you want/ need ?
- What stops you?
- What is the relationship between X and Y?



**Communicate the journey
and the destination**

Where are we going?

**Where will the journey take
them?**

**What are the 'rest points'
along the way?**

What's the road map?

Remember both sides of the motivation spectrum including:

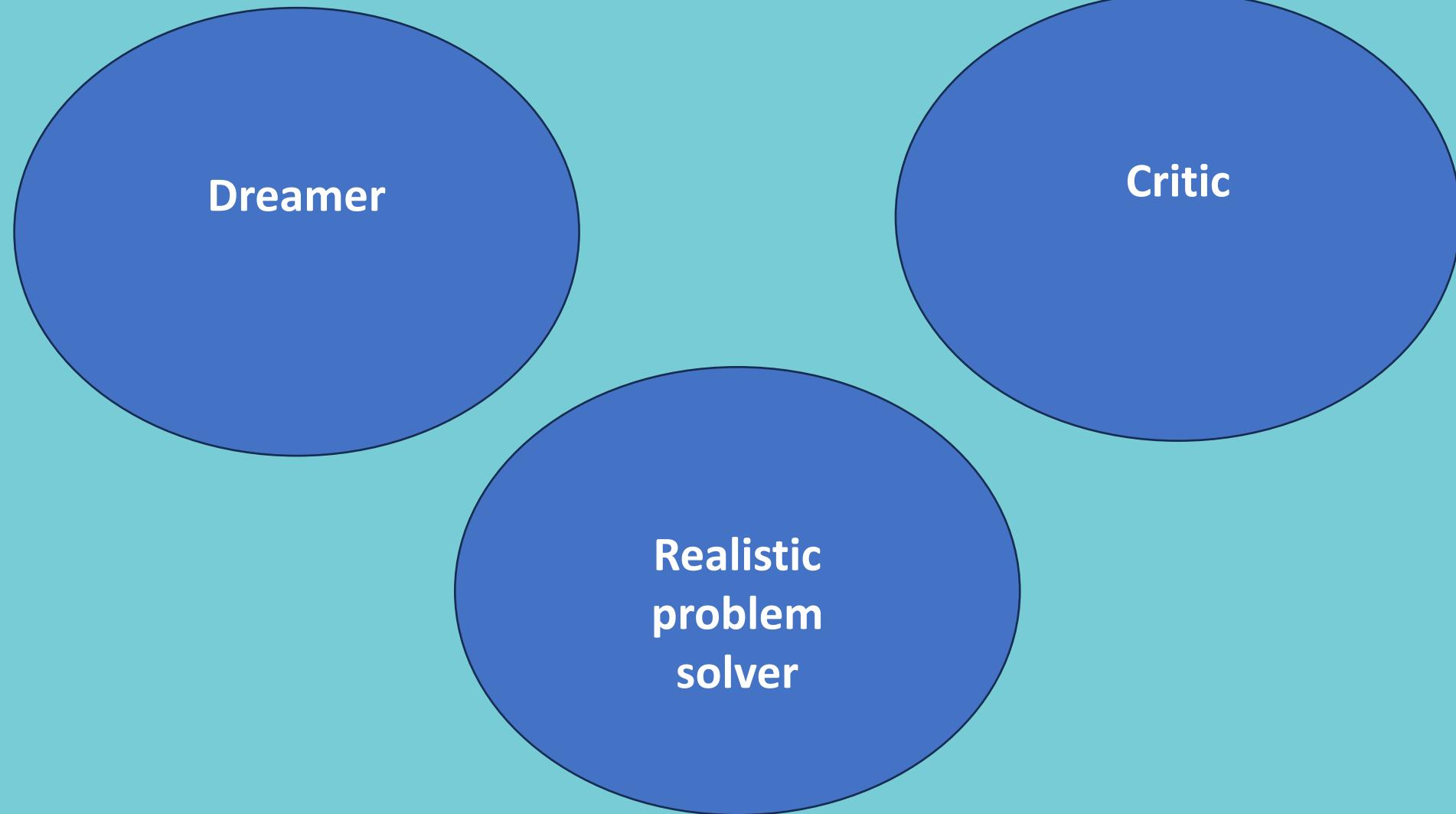
- What are we looking for as an outcome, what's the primary goal?
- What's our forward thinking 'why'
- What are the rewards?
- What are the next steps to get there?
- How are we doing and the impact?
- What's the problem now?
- What will be better?
- What problems will we solve?
- How are we doing and the impact?

Paint a picture of life beyond the challenge

Create a clear team mission statement and objectives with them

- Key objectives and purpose and also the measures of how they know they are succeeding
- Understand and discuss what is important to them
- Give time to the ‘yeh buts’ – discuss the problems openly and honestly and use their knowledge to find the solutions

A useful tool using the power of Disney



Thank you and any
questions?

jo@jocreed.com

<https://jocreed.com/>

