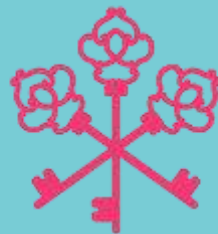


# The keys to leading motivation in challenging times



**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



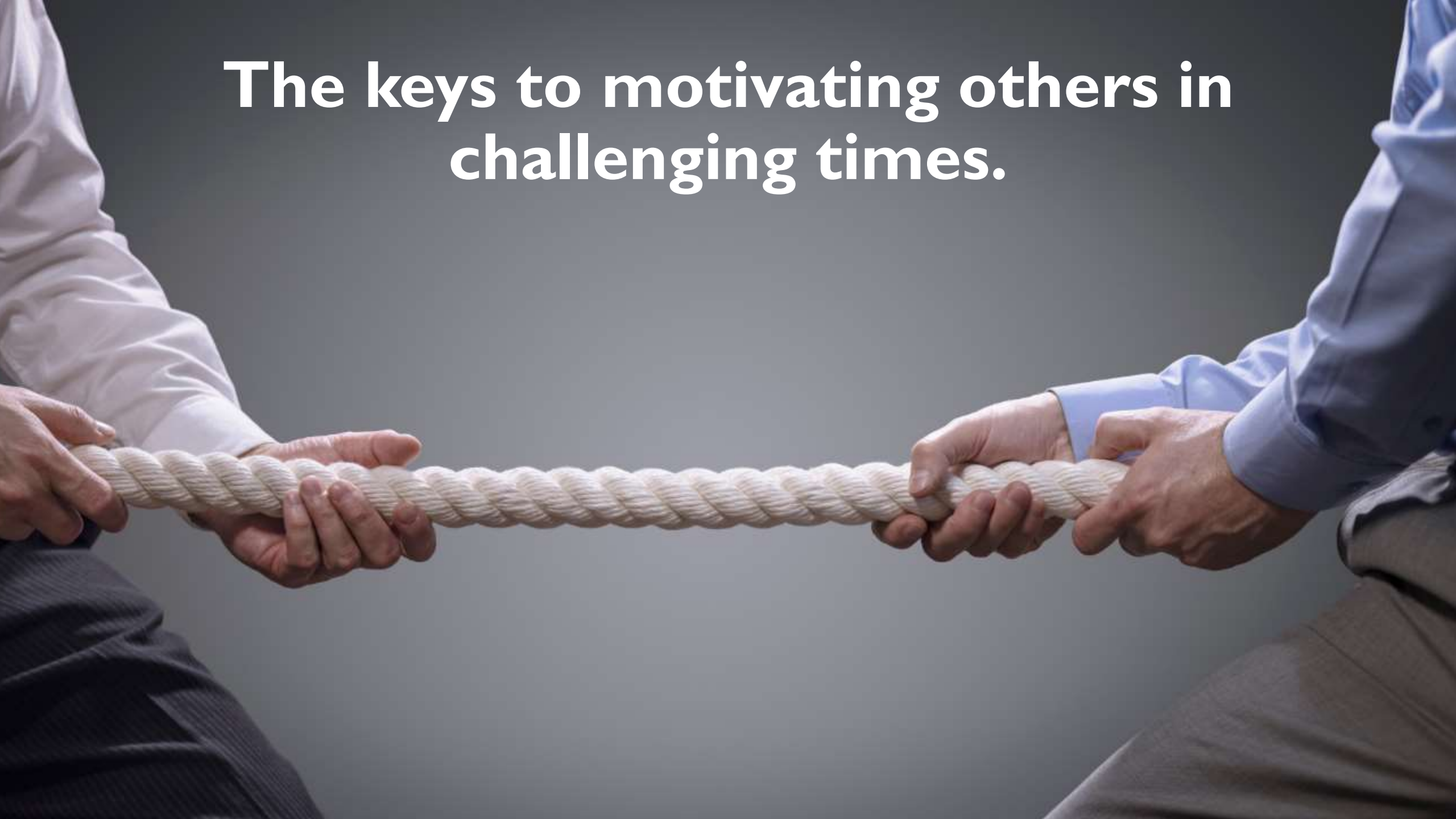
# Checking in on alignment



If something is out of alignment consider the following questions:

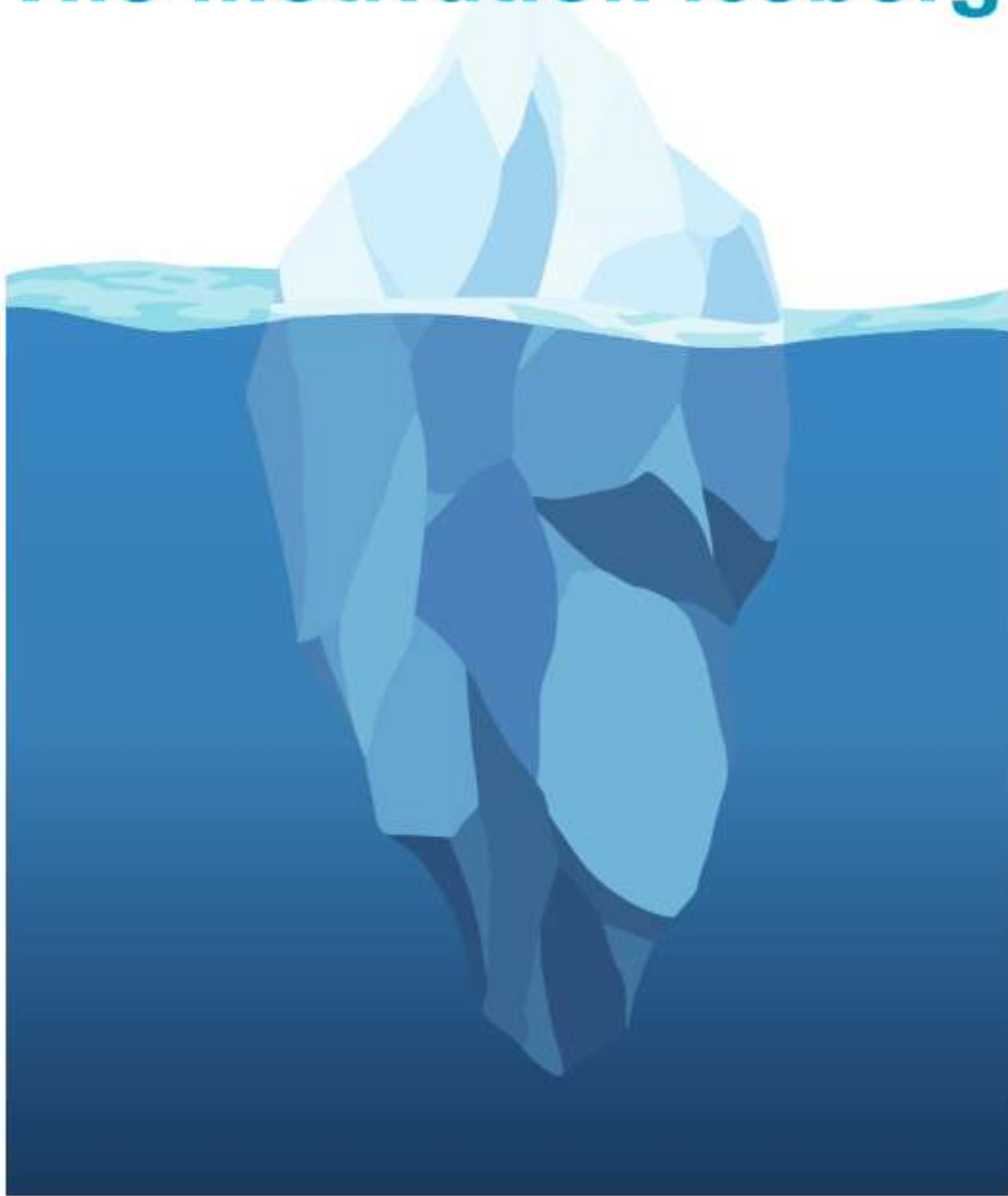
- What is missing that needs to be present?
- What is present that needs to be missing?
- Are my boundaries in place?

**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

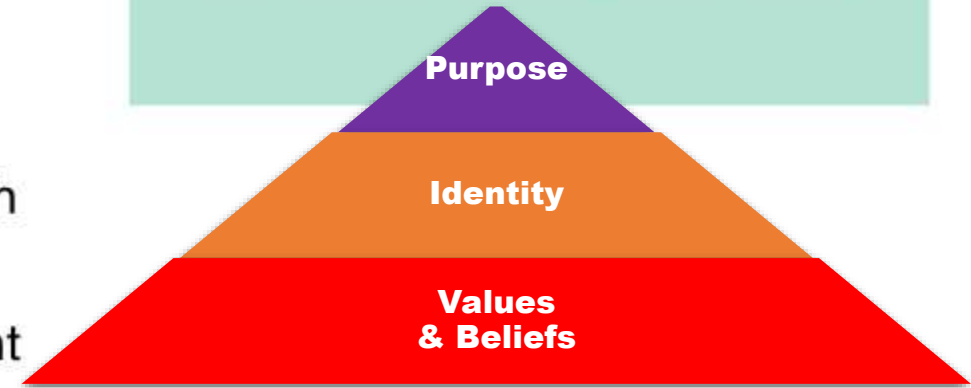
## Internal

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

**Purpose**

**Identity**

**Values  
& Beliefs**



# 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**

**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?



An aerial photograph of a winding asphalt road that curves through a dense, green forest. The road has white dashed lines in the center and solid lines on the edges. In the lower right, a red double-decker bus is visible on the road. The surrounding landscape is covered in thick vegetation, with some rocky outcrops visible on the hillsides.

## **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



The diagram consists of three blue circles arranged in a triangle. The top-left circle is labeled 'Dreamer', the top-right circle is labeled 'Critic', and the bottom-center circle is labeled 'Realistic problem solver'. The circles are connected by thin lines, forming a triangular shape.

**Dreamer**

**Critic**

**Realistic  
problem  
solver**

**Thank you and any  
questions?**

jo@jocreed.com  
<https://jocreed.com/>

