



What Motivates you &
What Motivates your
Team?

Fiona Buckley

***Work Behaviourist, Corporate Trainer,
Executive Coach & Keynote Speaker***

Motivation

- **Everyone is motivated by different things**
- **Intrinsic V Extrinsic**
- **Goal Setting is key /Task Motivation**
- **Beliefs, values and goals**
- **Personality and Motivation**
- **Self Efficacy/Confidence**
- **Creativity & Autonomy**
- **Job –Person fit is key**
- **Motivation V Engagement**



1

AUTONOMY

Employees have an innate desire to be self-directed.

2

MASTERY

People simply want to get better at what they do.

3

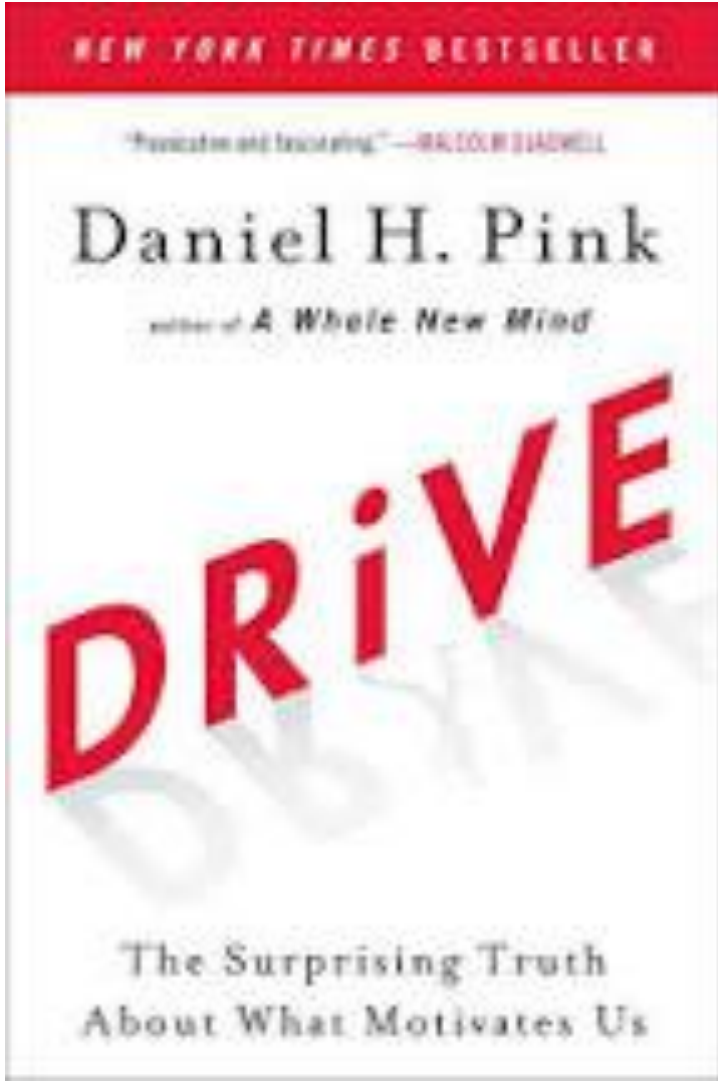
PURPOSE

Perhaps the greatest employee motivator is cultivating a sense of purpose.

4.1 Engagement Ratio

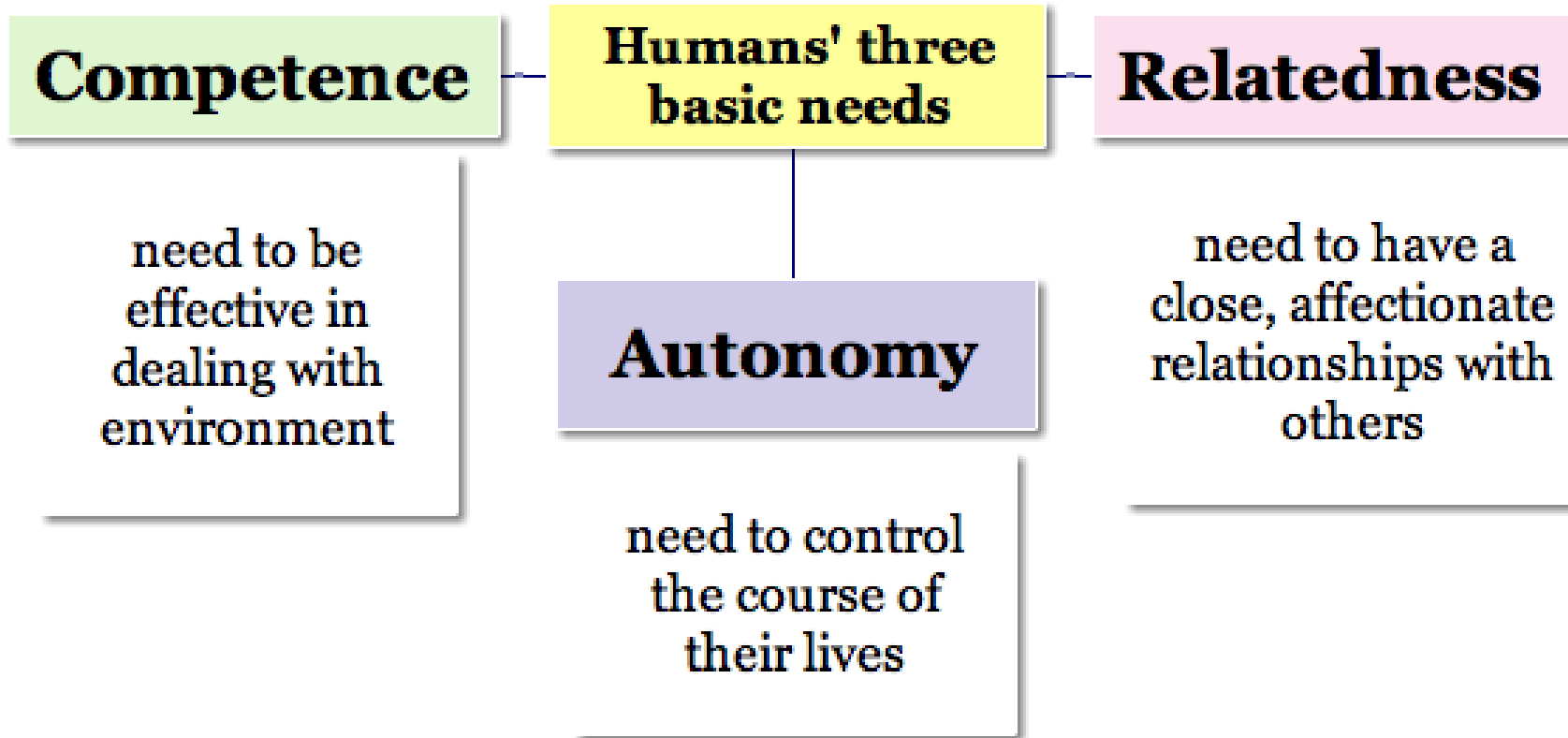
When companies achieve a 4-1 engagement ratio (4 engaged employees for every 1) disengaged employee they reach a tipping point where engaged employees can more consistently counteract the impact of actively disengaged employees

4-1 Engagement Ratio (Gallup)



Book Recommendation

Self-Determination Theory



SDT

SDT proposes that the degree to which any of these three psychological needs is unsupported or thwarted within a social context will have a robust detrimental impact on wellness in that setting.

How can
employers build
self-
determination in
their employees?


- Managers and leaders can foster this sense of self-determination by allowing team members to take an active role in decisions
- Offer employees responsibilities, provide meaningful feedback, and offer support and encouragement.
- Employers should be careful not to overuse extrinsic rewards. Too many rewards can undercut intrinsic motivation (a phenomenon known as the over justification effect), yet too few can cause employees to feel unappreciated.

*William Kahn:
“Bringing your full Self
to work”*

It was Kahn’s view that this “full self” comes about when three psychological conditions are in play:

- **Meaningfulness** – This focuses on whether the employee perceives their role/task as meaningful, both to the organization and within the context of wider society, to justify their “*full self*” being deployed.
- **Safety** – Do staff feel the workplace provides sufficient safety from any negative consequences such that they are prepared to bring their “*full self*” to the role?
- **Availability** – Does the employee feel sufficiently physically and mentally able to deploy their “*full self*” to the task?

William Kahn: Psychological Conditions of Personal Engagement and Disengagement at Work

A decorative background featuring several curved lines in shades of gray, some solid and some dashed, sweeping across the top and bottom of the page. A prominent red speech bubble is positioned on the left side, containing white text. The overall design is clean and modern.

Key questions
to ask yourself
& your team

1. Is your team emotionally committed to the organization and its goals?
2. Do they understand how their work results in meaningful outcomes?
3. Do they show up every day with passion, purpose, presence, and energy?

national bestseller

flow



the psychology of
optimal experience

“Important. . . .

Illuminates the

way to happiness.”

—*New York Times*

Book Review

P.S.

FLOW STATE

An optimal employee experience at work is characterized by a feeling of total immersion in the work itself.

Such immersion produces what psychologist Mihaly Csikszentmihalyi calls a “flow state,” one in which the work becomes its own reward.

Flow

- What makes experience genuinely satisfying is a state of consciousness called flow--a state of concentration so focused that it amounts to absolute absorption in an activity.
- Everyone experiences flow from time to time and will recognize its characteristics: people typically feel strong, alert, in effortless control, unselfconscious, and at the peak of their abilities
- In the long-run, optimal experiences add up to a sense of mastery

Studies suggest that “Enjoyment” has 8 major components. When people reflect on how it feels when their experience is positive: they mention many of the following:

- We confront tasks we have a chance of completing
- We must be able to concentrate on what we are doing
- The task has clear goals
- The task provides immediate feedback
- One acts with deep, but effortless involvement, that removes from awareness the worries and frustrations of everyday life
- One exercises a sense of control over their actions
- Concern for the self disappears, yet, paradoxically the sense of self emerges stronger after the flow experience is over
- The sense of duration of time is altered

Flow: Enjoyment

Re-lighting your fire/Mojo



1. Set small realistic goals- instant validation
2. Assess what your competition is doing
3. Call/Meet someone who inspires you
4. Secure a Coach/Mentor
5. Take time out to reassess
6. Check your positivity lens
7. Monitor your inner critic

Thank You



Fiona Buckley



@fibuck



Fionabuckley_ownyourownsuccess



STEPS TO SUCCESS

Contact:

www.fionabuckley.com

fiona@fionabuckley.com

087-2581589