

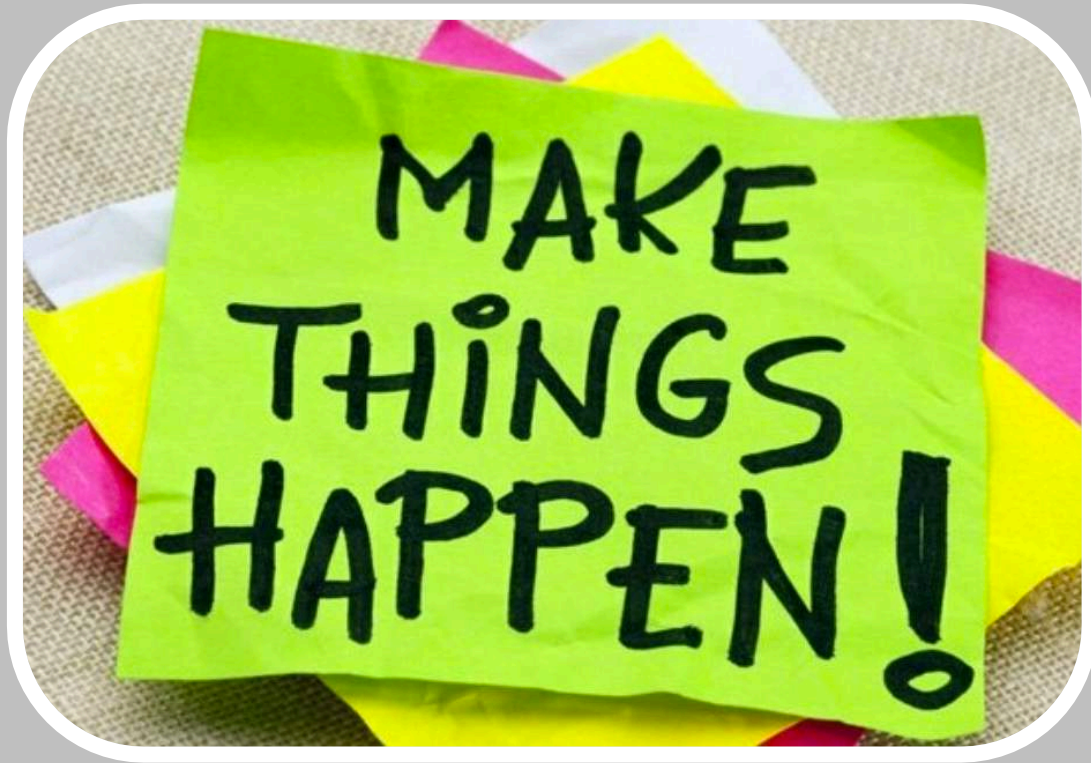
# Objectives

Defining motivation & what drives behaviors

Understand each of 3 Anchors Motivation in daily work life

Learn how to motivate and/or appreciate others

# Principles of Motivation



- People are motivated by different things
- You can't motivate people directly

# Motivation



Motivation is the activation or energization of goal-oriented behavior. Motivation is said to be intrinsic or extrinsic.

# Extrinsic Motivators (Carrot/Stick)

Pay/Benefits

Promotion

Personal or Professional  
Status

Grades

Social Approval

Peer Pressure



# Dan Pink

[http://www.ted.com/talks/dan\\_pink\\_on\\_motivation.html](http://www.ted.com/talks/dan_pink_on_motivation.html)

# Intrinsic Motivators

Purpose

Mastery

Autonomy



# Three Motivational Anchors

- Charisma
  - Intellectual Stimulation
  - Individual Consideration
- Purpose
- Mastery
- Autonomy

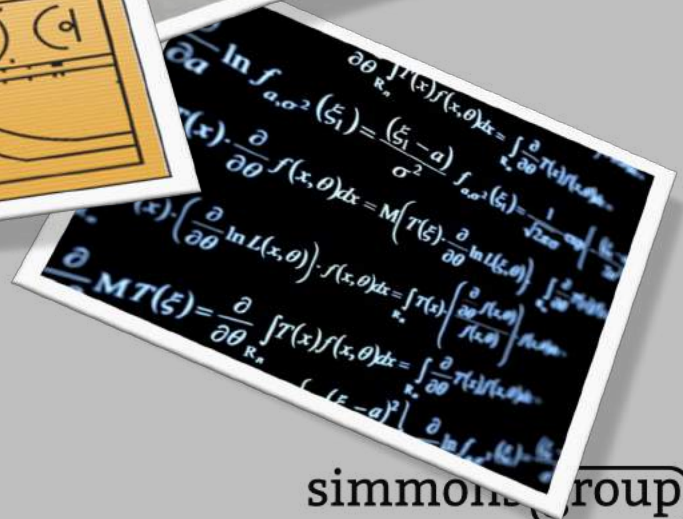
# Charisma & Inspiration

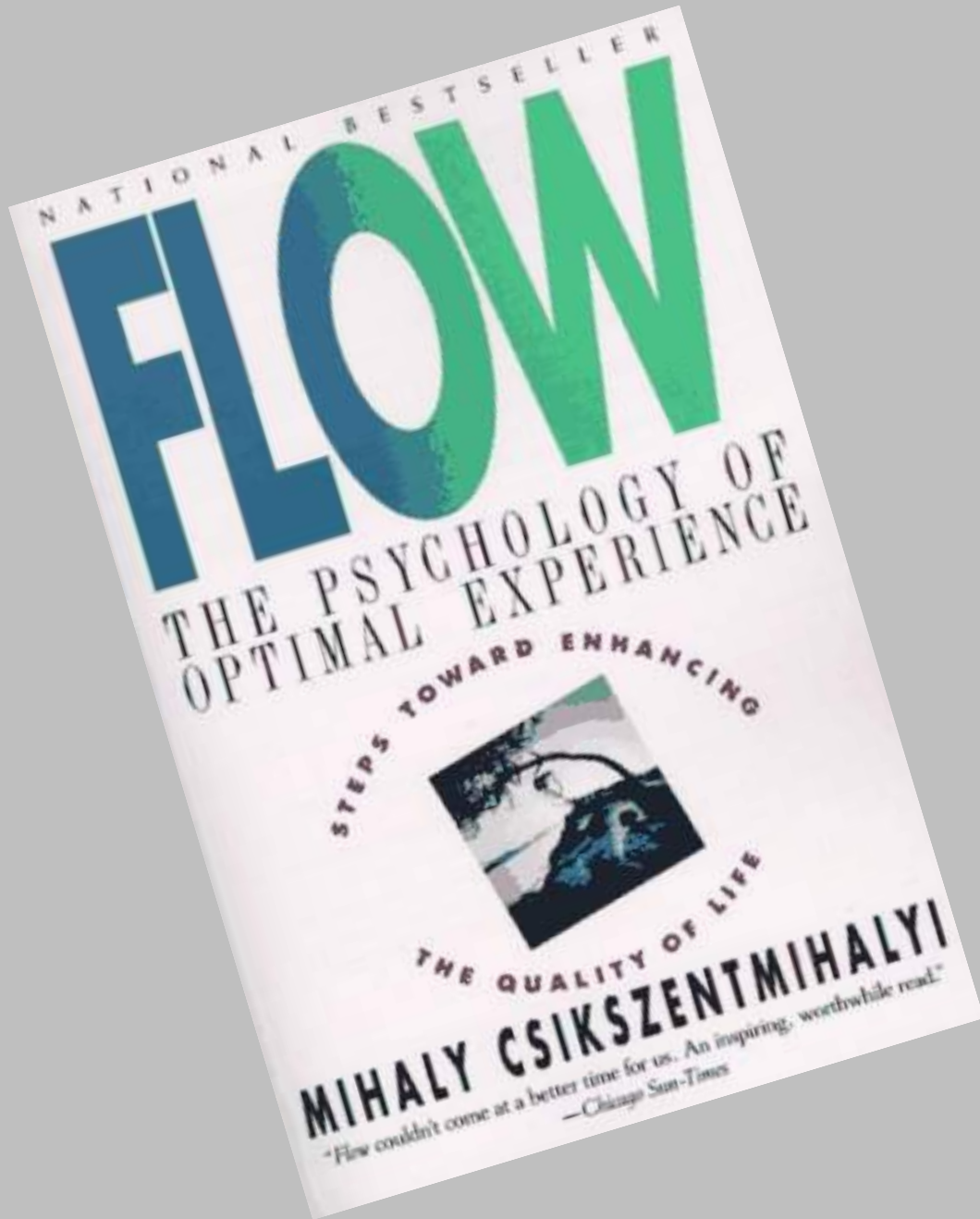


“A quality attributed to those with exceptional ability to secure the devotion of large numbers of people.”



# Intellectual Stimulation





FLOW

A close-up photograph of a black and white soccer ball caught in a white goal net. The ball is the central focus, with its hexagonal and pentagonal panels clearly visible. The net is made of thick white rope and is slightly out of focus in the foreground and background. The background is a clear, bright blue sky. A white rectangular box is overlaid on the center of the image, containing the word "Goals" in a large, white, sans-serif font.

# Goals

# Goal!

S – Specific

M – Measurable

A – Action Oriented

R – Realistic

T – Time Bound

E – Energy/Effort worth it

R – Reviewed often



# Individual Consideration



# What is Recognition & Appreciation in the Workplace?

- Acknowledgment of achievement.
- Can be public or private and involve a monetary reward or nonmonetary reward.



# Languages of Appreciation

Words of  
Affirmation



Quality  
Time



Acts of  
Service



Tangible  
Gifts



Personal  
Touch







# Thank You!





# simmons **group**

Building Communication | Empowering Leaders | Creating Solutions Together

-  [simmons-group.com](http://simmons-group.com)
-  [facebook.com/SimmonsGroupLV](https://facebook.com/SimmonsGroupLV)
-  [twitter.com/simmonsgroup](https://twitter.com/simmonsgroup)
-  [linkedin.com/company/the-simmons-group](https://linkedin.com/company/the-simmons-group)