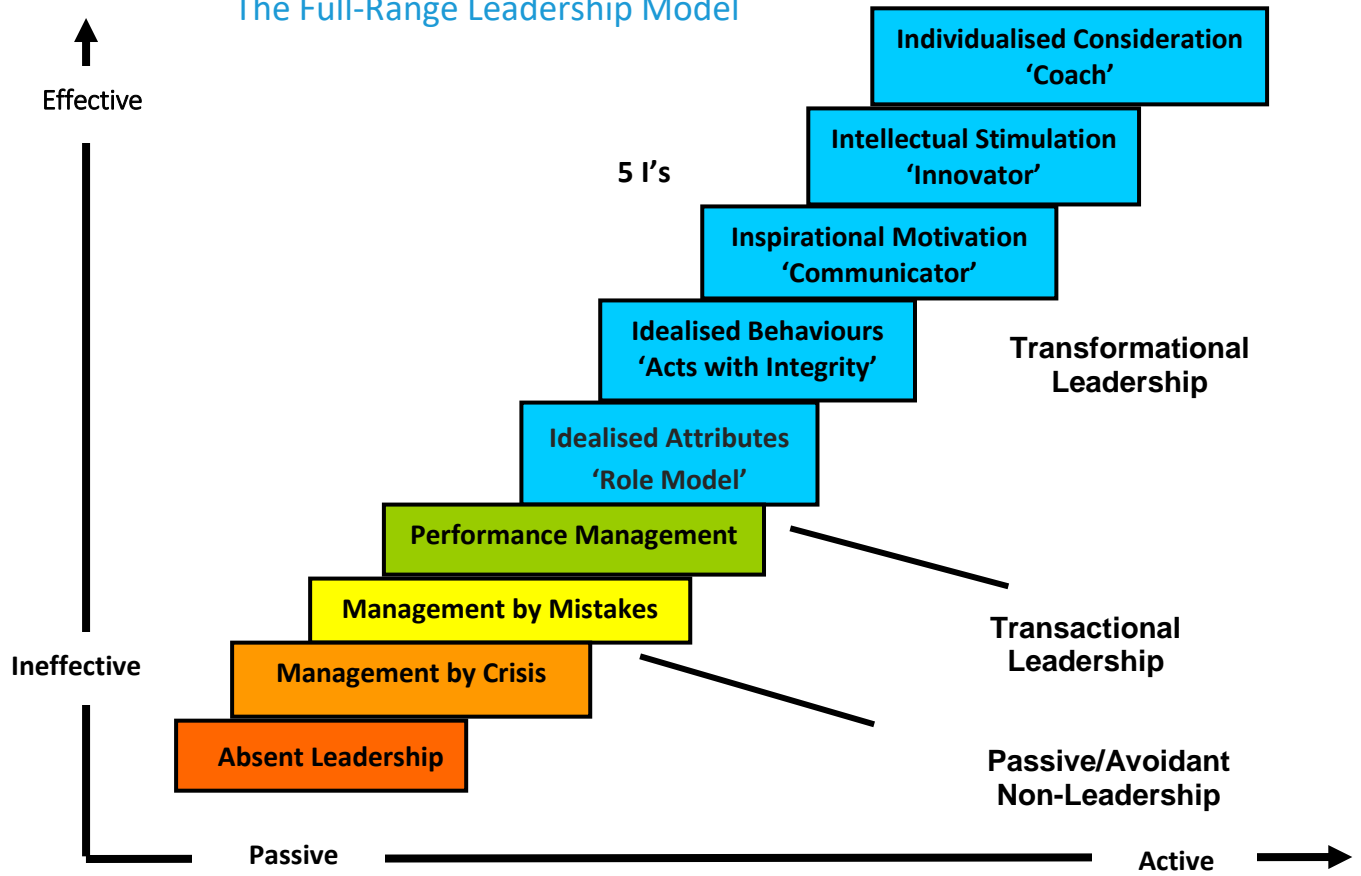
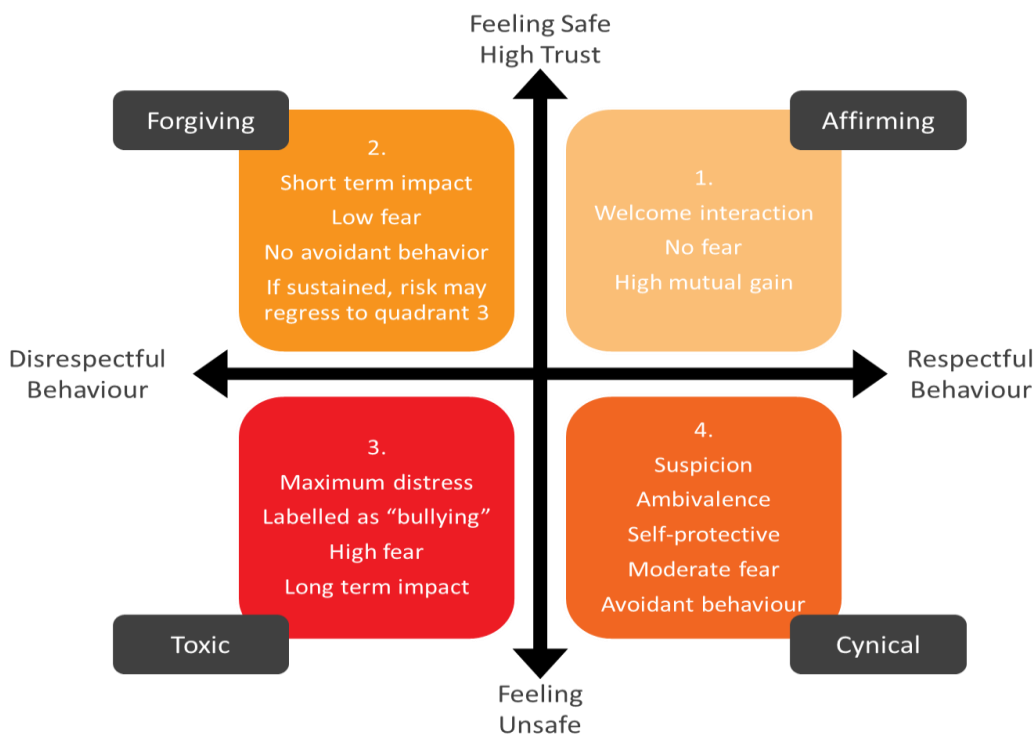


Motivating Leadership

The Full-Range Leadership Model



The Slide from Healthy to Unhealthy Relationships

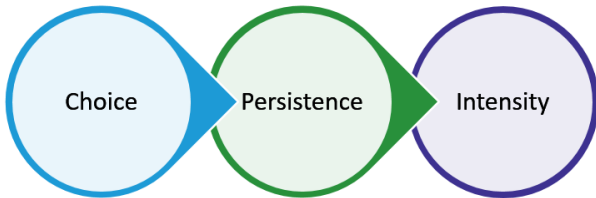


Motivating Leadership

What is motivation?

Motivation is a reason or reasons for acting or behaving in a particular way.

There are 3 'aspects' of motivation:



Choice: the motivation for engaging in one form of behaviour rather than another

Persistence: the motivation behind continuing a behaviour (or discontinuing it)

Intensity: the motivation behind the degree of effort put into a task

Forms of motivation

Extrinsic motivation refers to motivation that comes from an external source.

The activity is a means to an end.

Extrinsic

- Competition
- Fear of failure
- Fear of punishment
- Money
- Points
- Rewards

Intrinsic motivation is taking part in an activity simply because of love for the activity. It is internal in nature. **The activity is an end in itself.**

Intrinsic

- Autonomy
- Belonging
- Learning
- Mastery
- Meaning
- Curiosity

Drivers of motivation

- Social reinforcers
- Performance feedback/data
- Material reinforcers
- Cognitive
- Spiritual
- Self-determination/choice
- Self-efficacy

Positive affirmations

Affirmations are statements we use to motivate and inspire us.

- I deserve to be happy and successful.
- I have the power to change myself.
- I can bounce back from failures.
- I can make my own choices and decisions.
- I did something like this before. I can do it again.

Motivating your team

- Recognise their hard work when it is well deserved.
- Be specific about the achievement and why it was important.
- Be aware of when people like to be recognised – know your team.
- Encourage your team to recognise each other's contributions.

Successful performance at just about anything requires that you be able to keep yourself motivated.

Discouragement and lack of motivation hits everyone at some time or another. It is not about 'throwing in the towel' when you fall down – it is about continuing on from where you fell.

The more techniques we have to help us restart our engine or to keep it going when things get tough or boring, the more successful we will be.