

Motivation to Thrive

Opening Thoughts

Motivation is not a program.

Motivation is not a speech.

Motivation is a leadership practice.

Focus and Intention

1. Recognize our role in motivating individuals and our overall staff
2. Increase awareness on how people are motivated differently
3. Understand the link between expectations and motivation
4. Strengthen self-direction and empowerment with teams
5. Tips on creating motivation, not just survival

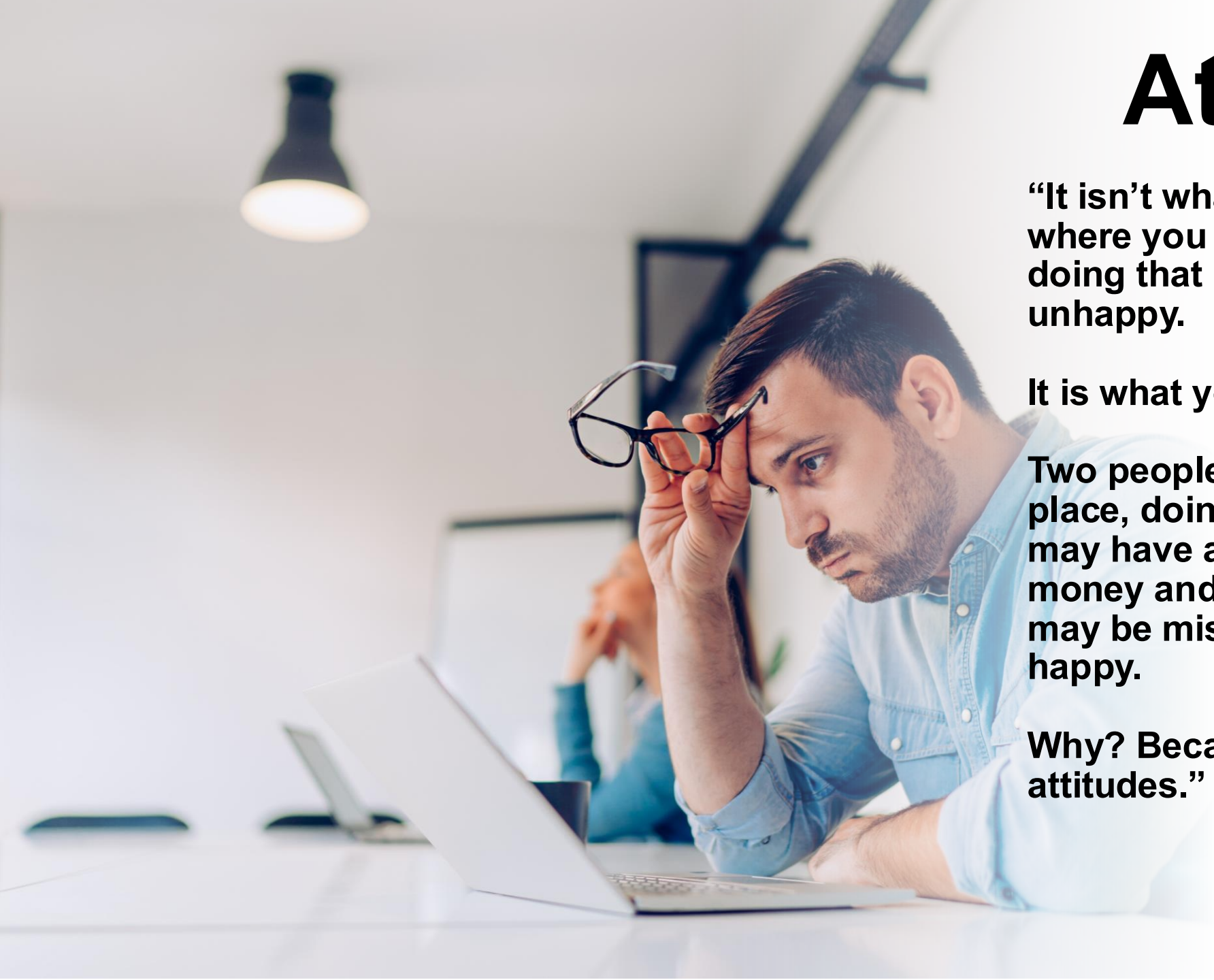
Businesses globally lose more than $8.8 trillion annually from the consequences of employee turnover.*

Dale Carnegie

*The State of the Global Workplace: 2023 Report (Gallup)

Who Motivated You?





Attitude

“It isn’t what you have, who you are, where you are, or what you are doing that makes you happy or unhappy.

It is what you think about.

Two people may be in the same place, doing the same thing; both may have about an equal amount of money and prestige—and yet one may be miserable and the other happy.

Why? Because of different mental attitudes.”

- Dale Carnegie

Motivation is Personal



Be careful with your words. Your external words may become someone else's internal words.

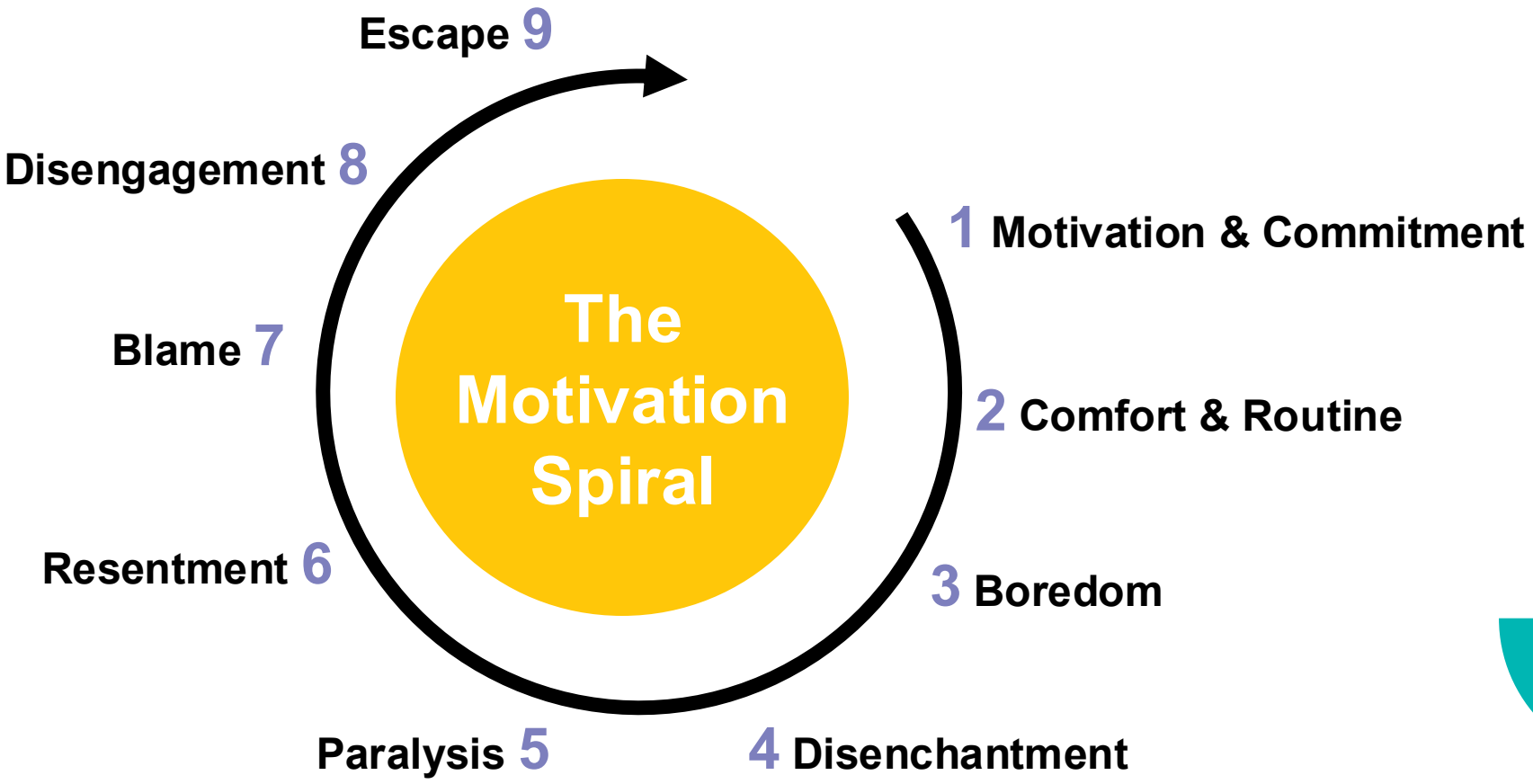
Motivational Leadership

Strategically aligning people's intrinsic drivers with the company's purpose, especially through influence, vision, and culture.

Creating the conditions where people choose to give their best, not because they have to, but because they want to.



The Motivation Spiral



Great leaders achieve results by bringing out the greatness in others.

4 Roadblocks to Motivation



I have already motivated



I can motivate



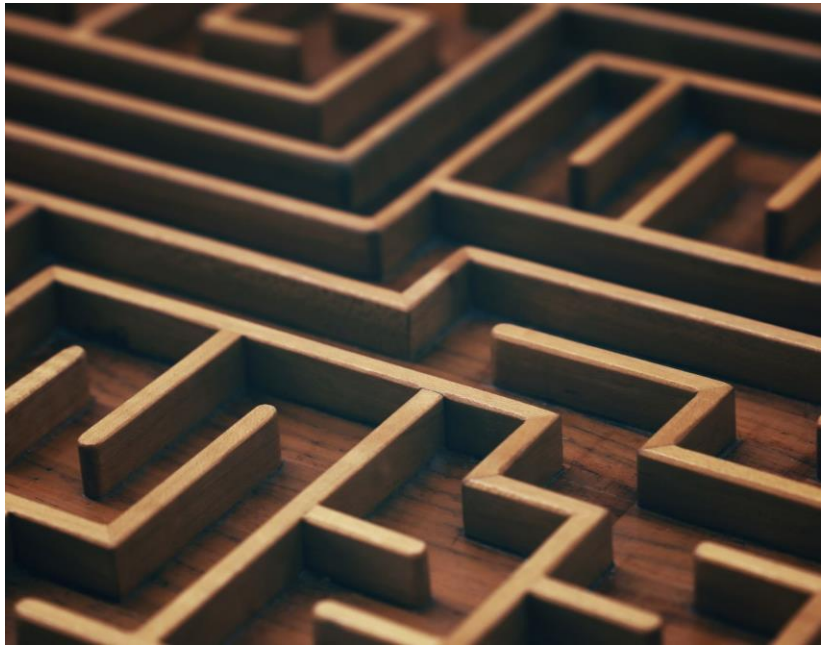
I will motivate



I choose to motivate

Dale Carnegie





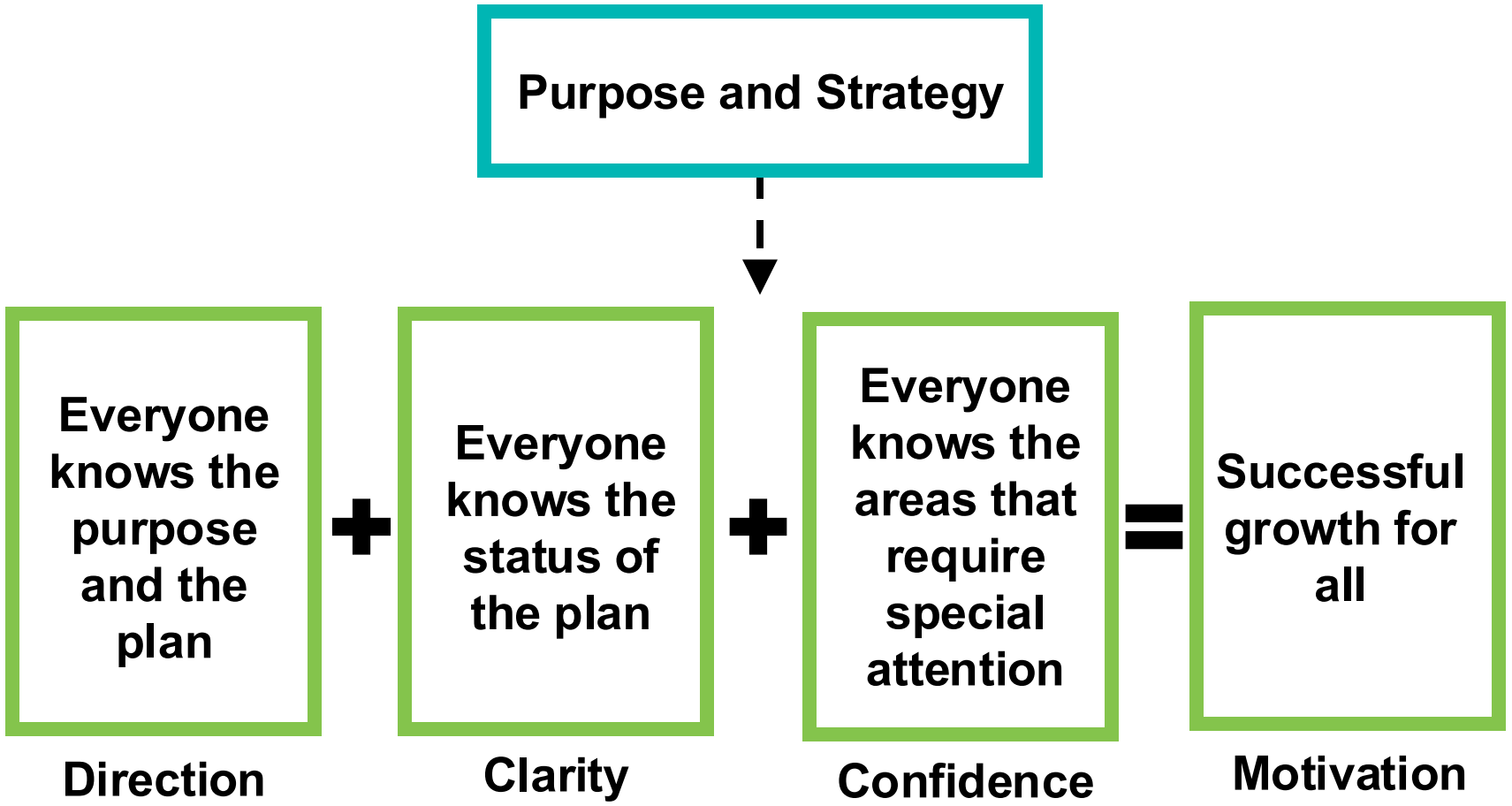


Authenticity

Logic

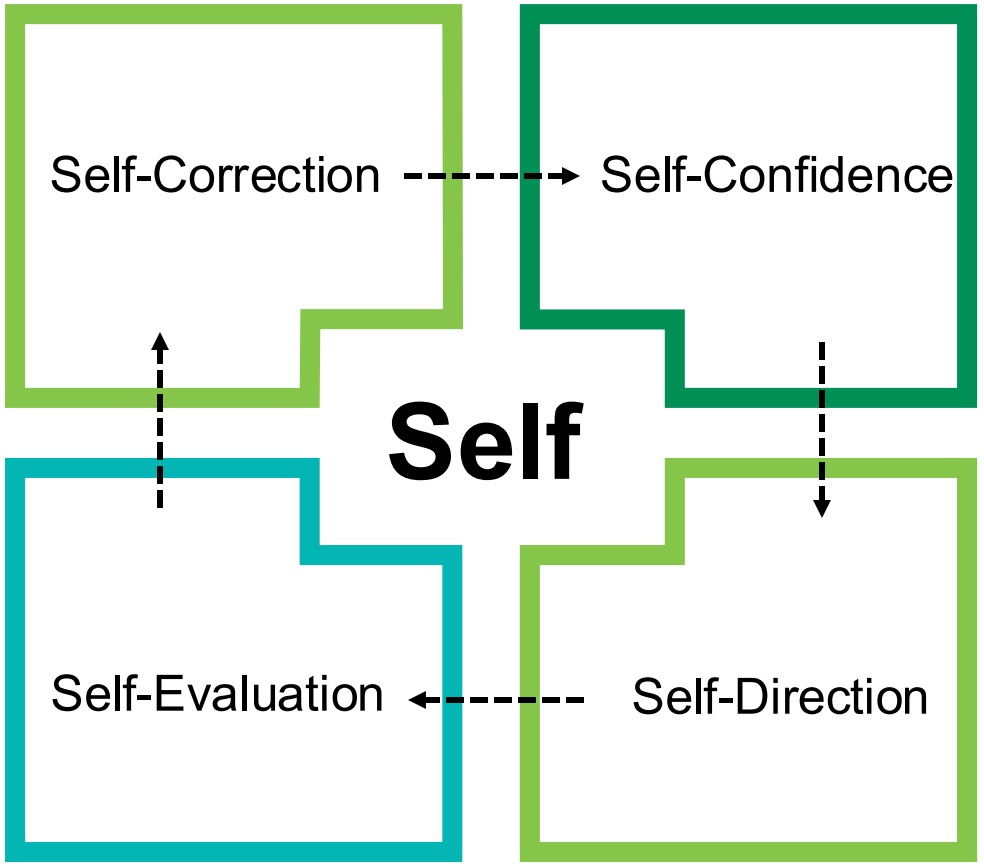
Empathy

Culture of Motivation



Credit: Alan Mulally

The Empowerment Cycle



Empowerment Formula







EC + **BC** = **PC**

Emotional Change

Behavioral Change

Performance Change



Attitude Management Principles

1. Live in “day-tight compartments”.
2. Don’t get caught up in the little things.
3. Cooperate with the inevitable.
4. Decide just how much stress a thing may be worth and refuse to give it more.
5. Put enthusiasm into your work.
6. Create happiness for others.
7. Don’t worry about the past.


Commit to Thrive
Not Just Survive