

30 Critical Elements of Motivation

No book, just a simple set of practices and beliefs that work

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1 Purpose or Outcome The desire to do things in service of something larger than ourselves, and ensuring the mission aligns to this	7 Autonomy The desire to direct our own lives and self-direct the tasks we need to do, with the freedom to do more innovative things	13 Mastery The desire to continually improve at something that matters whilst enjoying personal achievement	19 Competence Create opportunities for others to be challenged, to grow, and to develop their skills	25 Expectation The clear ability, strength and sustained effort to expect that the dreams you have will happen
2 Energy and Focus Measures of intensity, drive, passion, focus and vigor (and finite) to drive forward	8 Physical Needs & Desires Fulfilling the physiological needs, safety needs and social needs (Maslow)	14 Honesty Are you being true to your Essential Self? If not, drop it or change it	20 Improved Attitude Developing an outlook that you can grow today, or get it done	26 Add More Value Find a way of adding more value than anyone else does
3 Direction and Momentum Simply the goal that spurs the individual to action, achieving small successes daily	9 Mental Needs & Desires Starts with the desire to be free, to be free from dependency on others, live dreams	15 Integrity Ensuring we all have a set of values that have meaning for us and live by	21 Environment Surrounding yourself with the right equipment, people (growers/givers)	27 Change Your Values You have to fight for it, outwork other people, work harder/smarter
4 Persistence/Determination Putting forth continued effort to achieve goals by overcoming barriers	10 Spiritual Needs & Desires Fulfilling the Esteem and Self-fulfilment needs (Maslow)	16 Loyalty A band of friends can enliven, enrich our lives, leave us ready to carry on	22 Feedback Shapes performance, builds confidence, and encourages	28 Less Go of the Bad Let go at what you are bad at, chase the stuff you are good at/passion
5 Inner Drive & Intensity The inner drive to succeed is the strength of response in the chosen direction	11 Creative Thinking Looking at problems from a fresh perspective, leads to unorthodox solutions	17 Love Key times to nurture ourselves, reflect on things past and present	23 Support Positive leader/staff relationship motivates ideas and techniques	29 Change Your Decisions Change everything by changing yourself. Take calculated risks
6 Alignment Align the individual's purpose with that of the goal/team/organization to make sure people are rowing the same way	12 Goldilocks Taskings Set tasks for employees that are neither too easy or excessively challenging, but within their skills and experience levels	18 Faith Faith is the opposite to fear, when we act in faith we are empowered by the values and beliefs we have faith in	24 Rewards & Recognition Find out what incentives are most influential to your staff, it is not the value - it is the thought that counts	30 DREAM AGAIN Only then you can start on your journey. Know what you want - that is where the passion comes from

References

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