

The Motivated Brain

- The Hierarchy of Motivation
 - Energy
 - Needs
 - Talents
 - Purpose
- Defining and sharing your personal Hierarchy of Motivation

PURPOSE

TALENTS

NEEDS

ENERGY

Motivation

MOTIVATION FACTOR



Motivators / De-motivators

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Motivation is
individual and
situational

Hardware



Software



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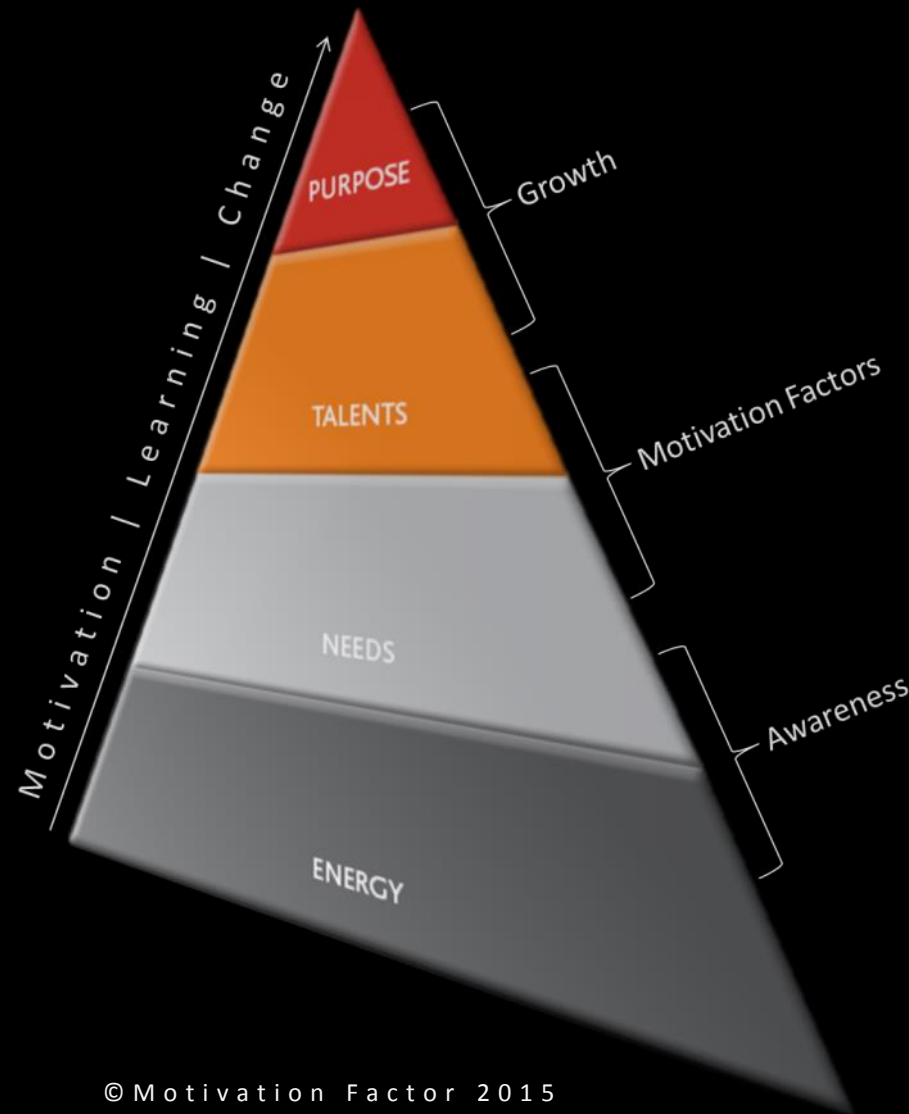
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Hierarchy of Motivation

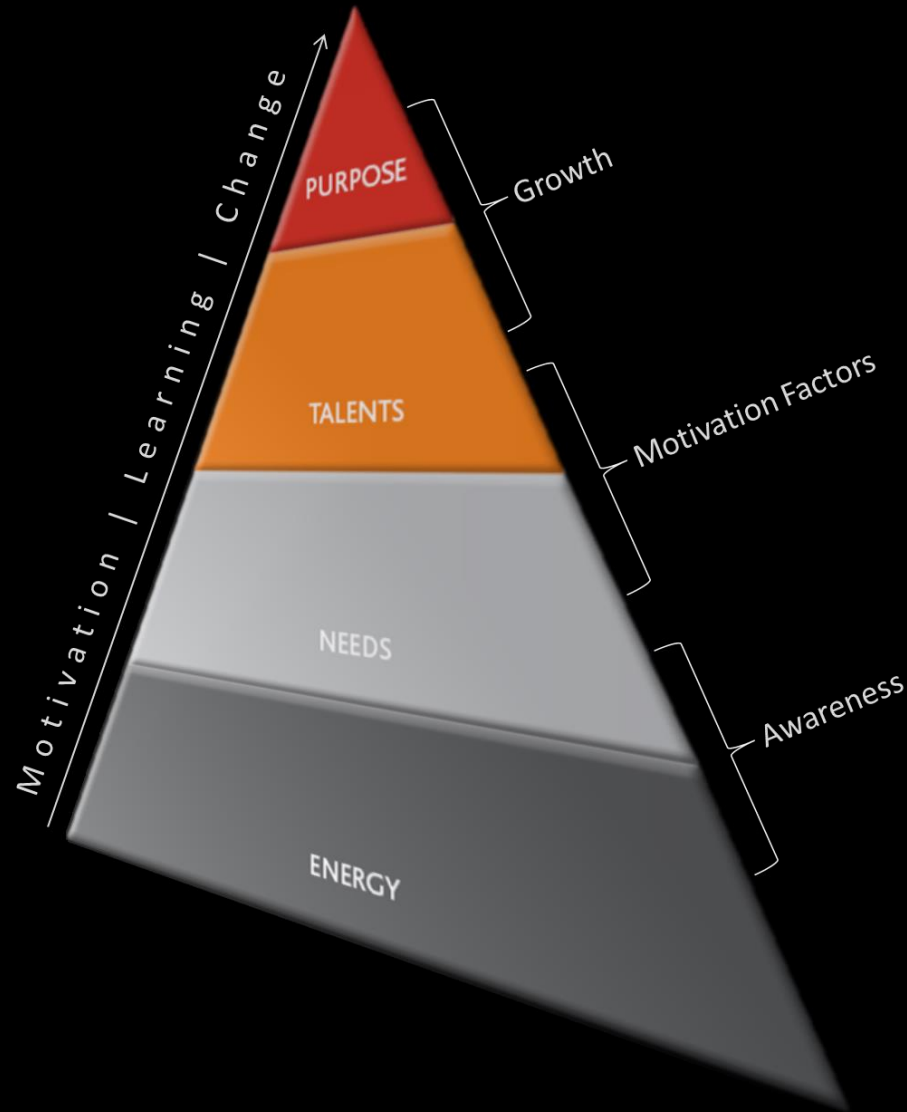
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ENERGY

Hierarchy of Motivation

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Energy Drainers

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- Page 4:
 - What 3 things drains your energy related to your job?



Overload

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Energy drainers

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■ John

- People are not well prepared for meetings
- I don't have enough time for management

■ Janet

- Lack of preparation
- Lack of planning
- No clear goals

■ Sean

- Broken appointments
- People over promise
- Lack of engagement

■ Julie

- Lack of structure
- Negative attitudes
- Lack of progress
- Broken promises
- Not enough time

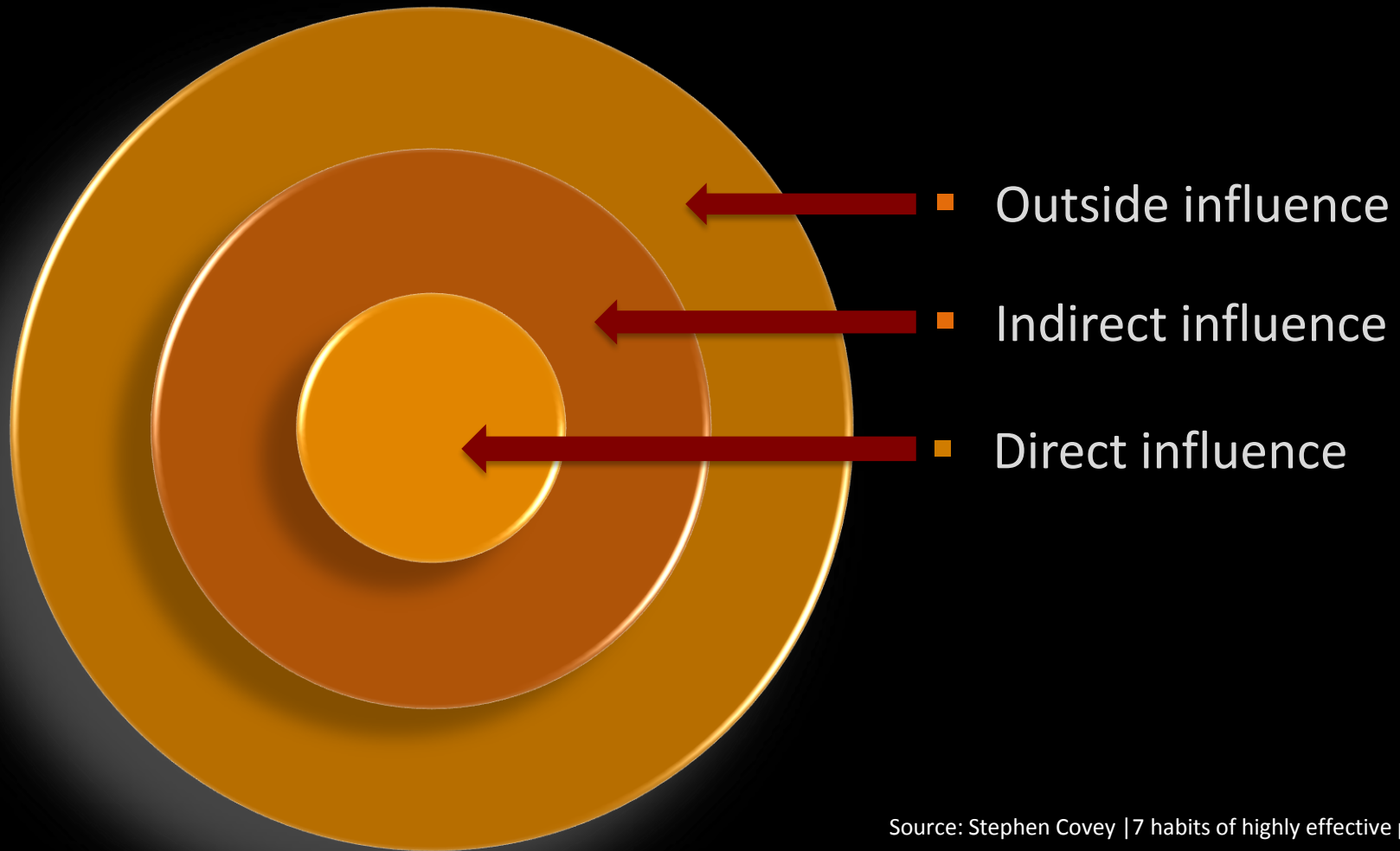
Michael

- People are late for meetings

80% is about
"No out of the box thinking"
others

Circle of influence

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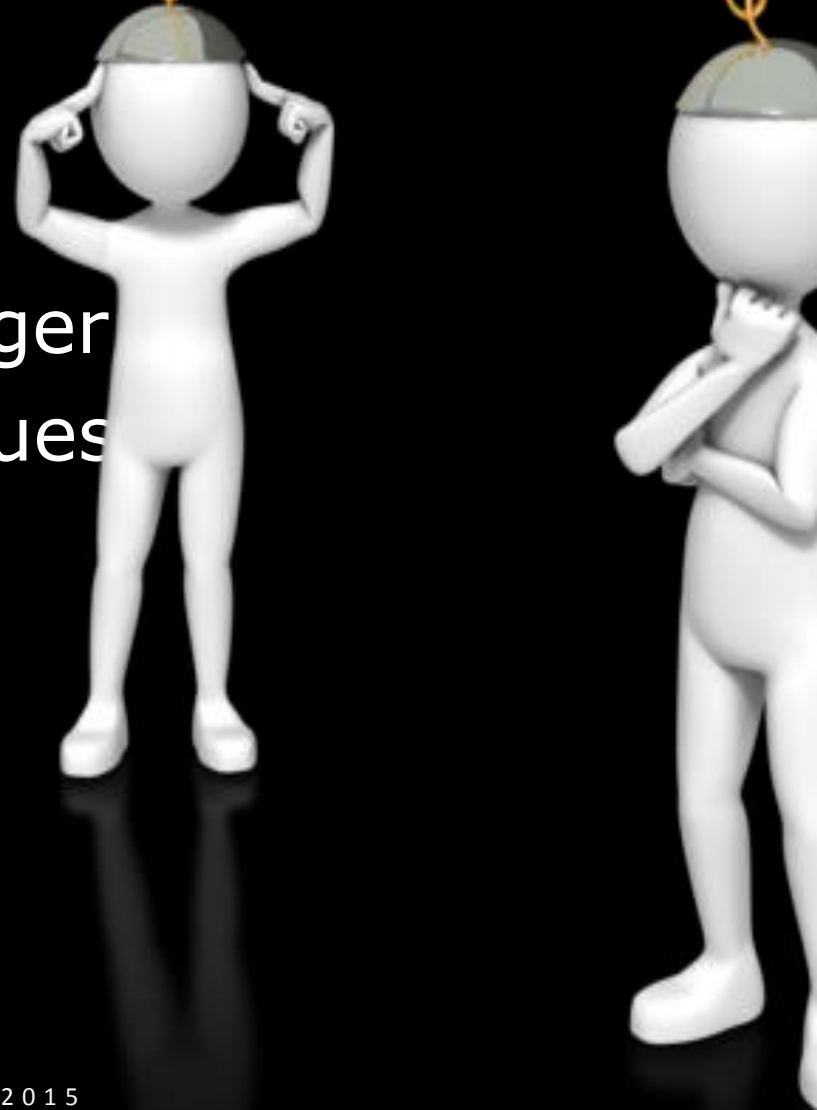


Source: Stephen Covey | 7 habits of highly effective people

1. Expectations

Judgment

- The incompetent manager
- The unengaged colleagues
- The selfish teenager
- The indifferent spouse
- The...



2. Tolerations

Fatigue

- Negative people
- Demotion
- The living room that needs painting
- Not enough time for contemplation
- The...



3. Boundaries

Anger

- “It is always me that works late”
- “My manager keeps giving me new assignments even if he can see I am overloaded”
- “My family never respects dinnertime so the food is ruined when we get to eat”



4. Would, Should, Could

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Guilt

- I could exercise more
- I should have more time for.....
- I would be more efficient if....



Workshop

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Energy Drainer

Expectations

Tolerations

Boundaries

Would, should,
could

What would you like instead?
What would that give you?

Options

Actions

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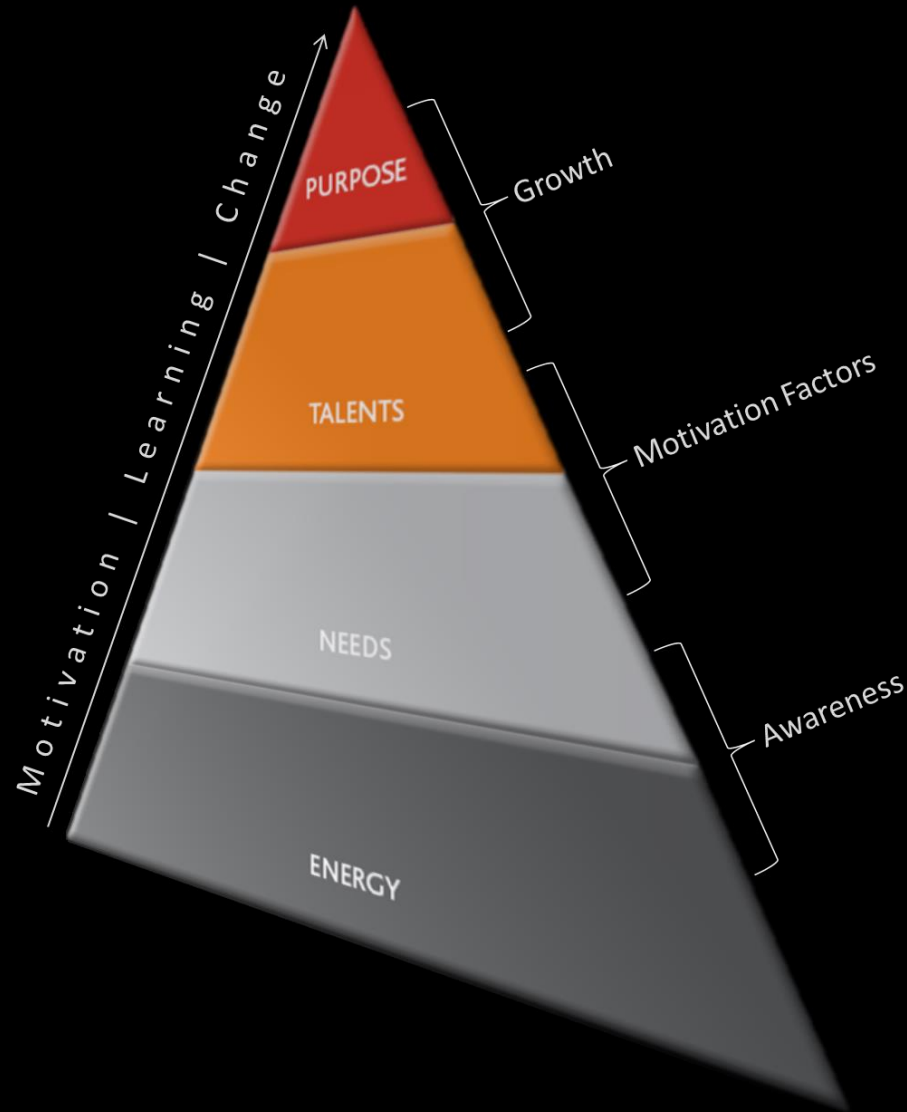
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NEEDS

Hierarchy of Motivation

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Page 6:

- 5 Behaviors you dislike in others



Take a look at the pictures and pay attention to your reaction.

Needs

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Family Needs

Freedom | Balance |
Be needed |
Personal Power |
To succeed

MOTIVATI Freedom | Honesty |
Respect | Be
appreciated | Be
heard

Honesty | Order |
Activity | Be right
| Control

Respect | Recognition
| Be right | Control |
Balance



Needs Conflict

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Need

Order | Be heard |
Be appreciated

Need

Freedom | Be right
| Be appreciated



Brain

3) Thinking Brain

- Highest plasticity
- Vision
- Analyze
- Planning
- Decisions
- Language
- Talents

2) Emotional Brain

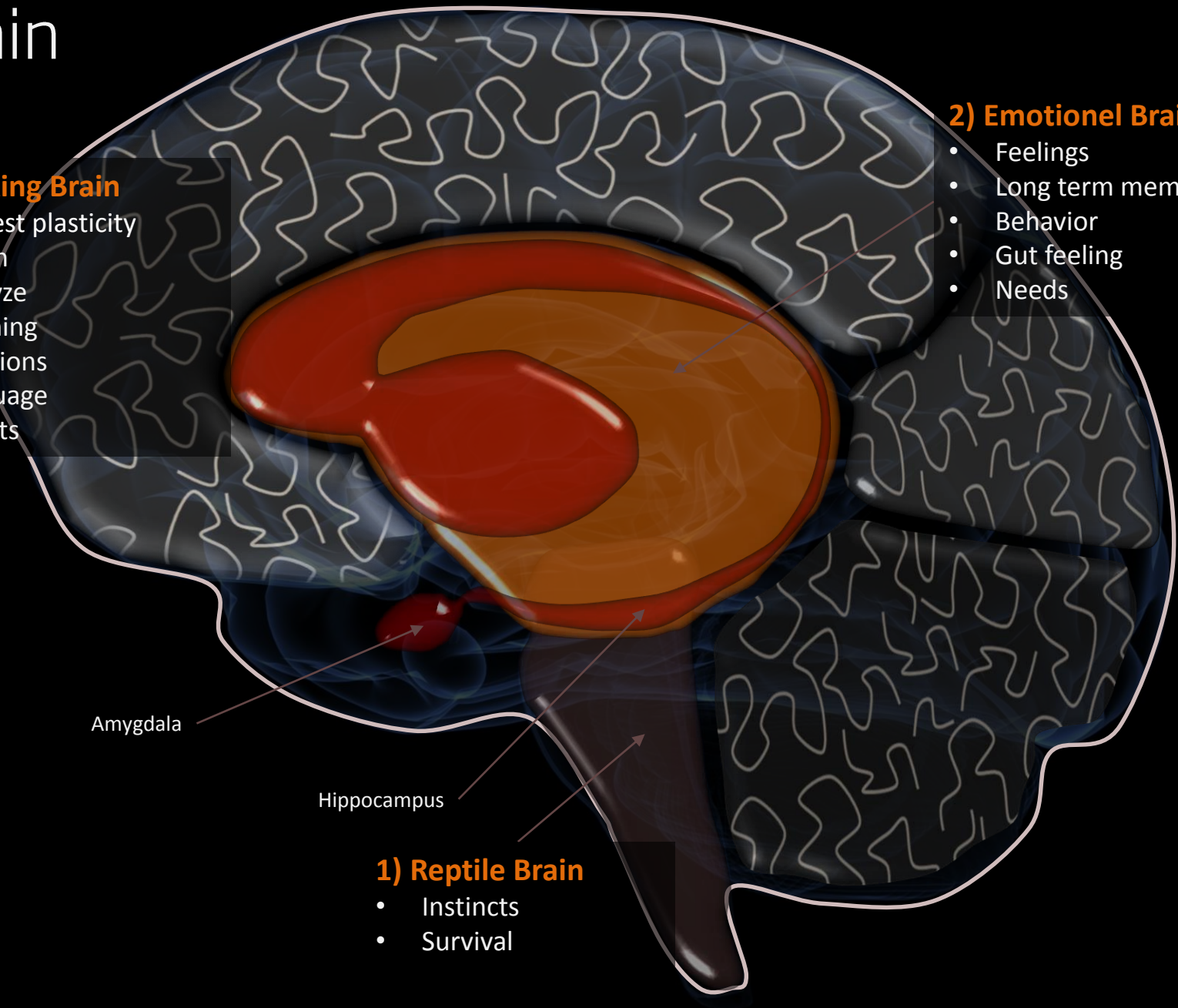
- Feelings
- Long term memory
- Behavior
- Gut feeling
- Needs

Amygdala

Hippocampus

1) Reptile Brain

- Instincts
- Survival



The nature of needs

Adrenalin and stress hormones are released when we assume:

- That we are unable to get our needs met or
- That someone is preventing us from having our needs met or
- We have a possibility of getting our needs met even if we have to fight for it



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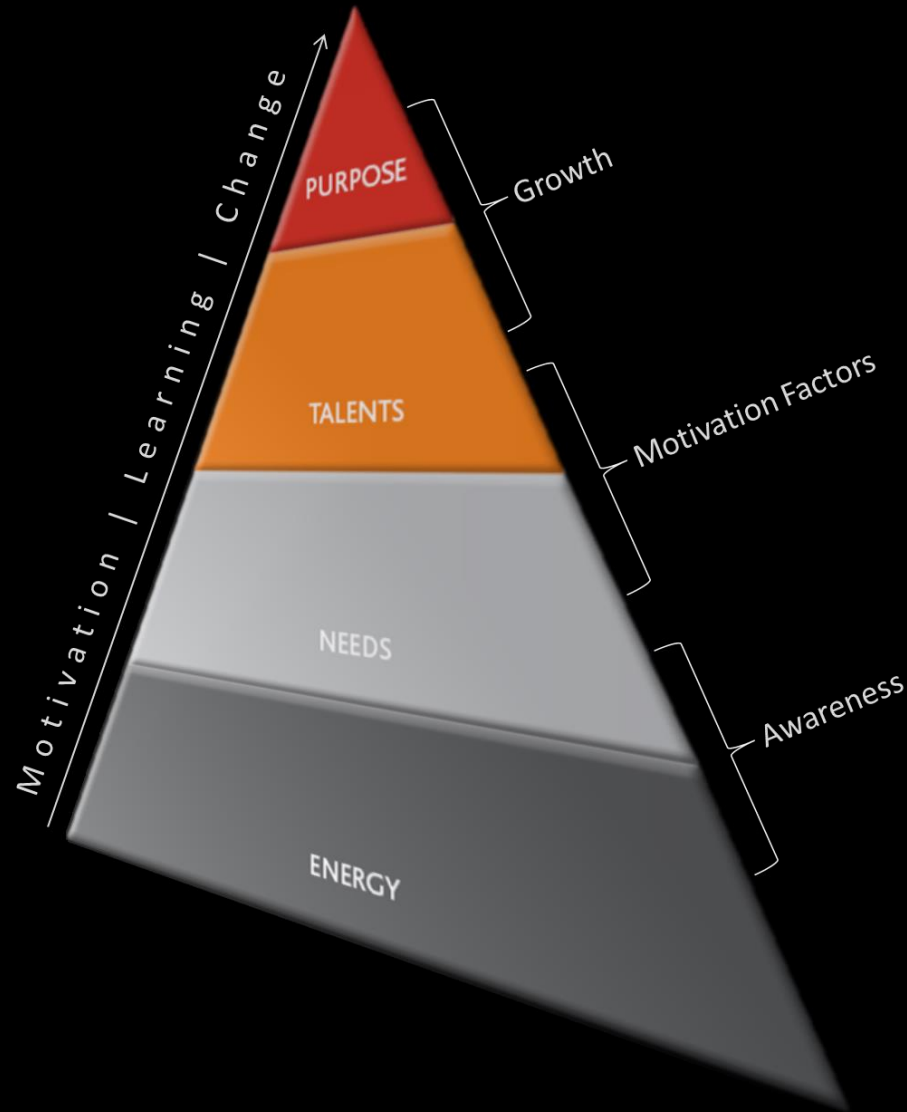


TALENTS



Hierarchy of Motivation

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5 things to know about talents!



Page 8
3 Energy Enhancers/Passions

5 things to know about talents

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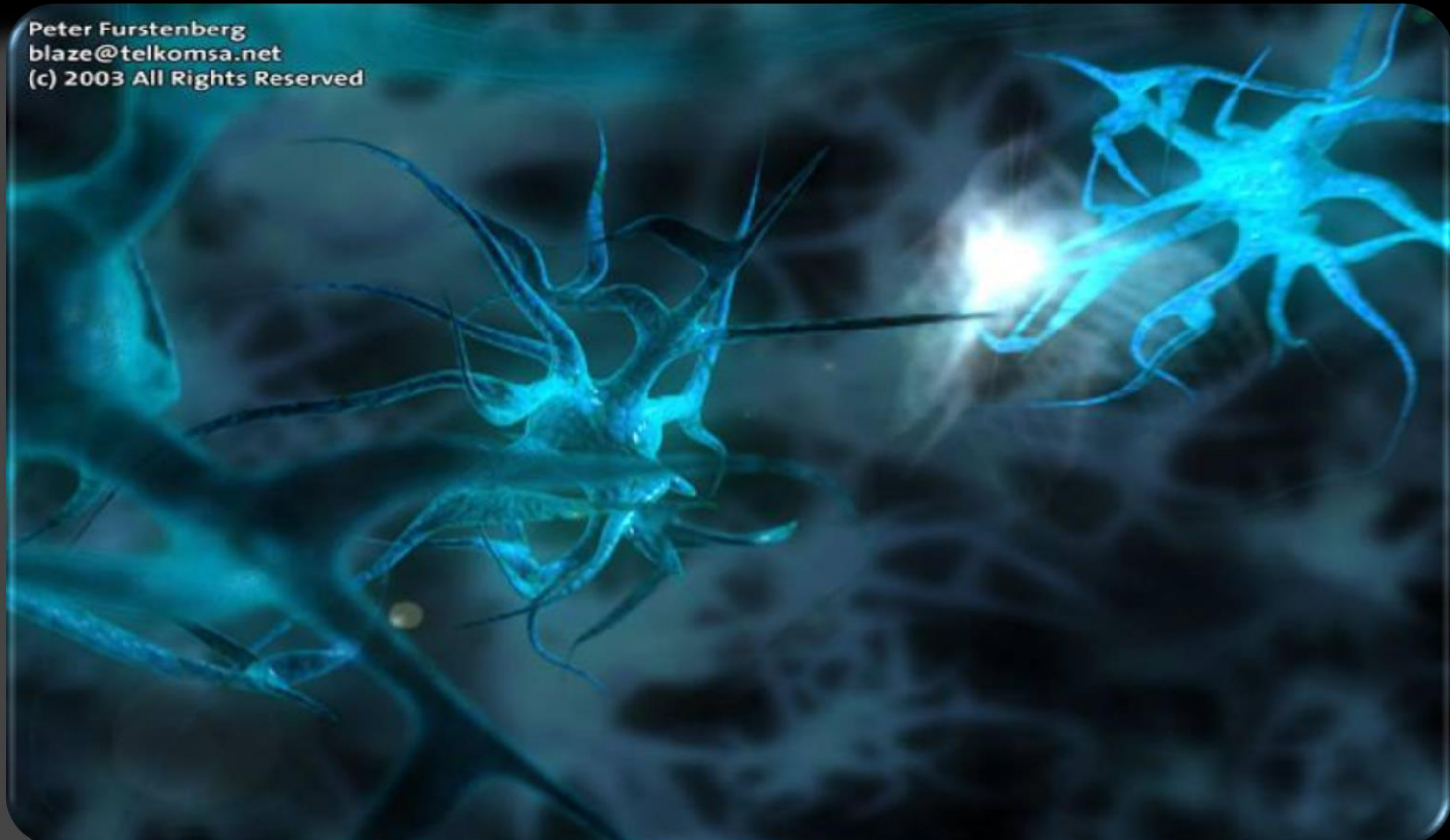


WE ALL HAVE THEM!

①

Cells that wire together fire together

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Peter Furstenberg
blaze@telkomsa.net
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5 things to know about talents

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WE FEEL GOOD WHEN WE USE THEM!

5 things to know about talents

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**WE CAN USE THEM TO
LEARN MORE EFFICIENTLY!**





5 things to know about talents

MOTIVATION FACTOR

**WE SHOULD FOCUS
ON THEM!**

5 things to know about talents

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WE CAN OVER USE THEM
Don't over do it!

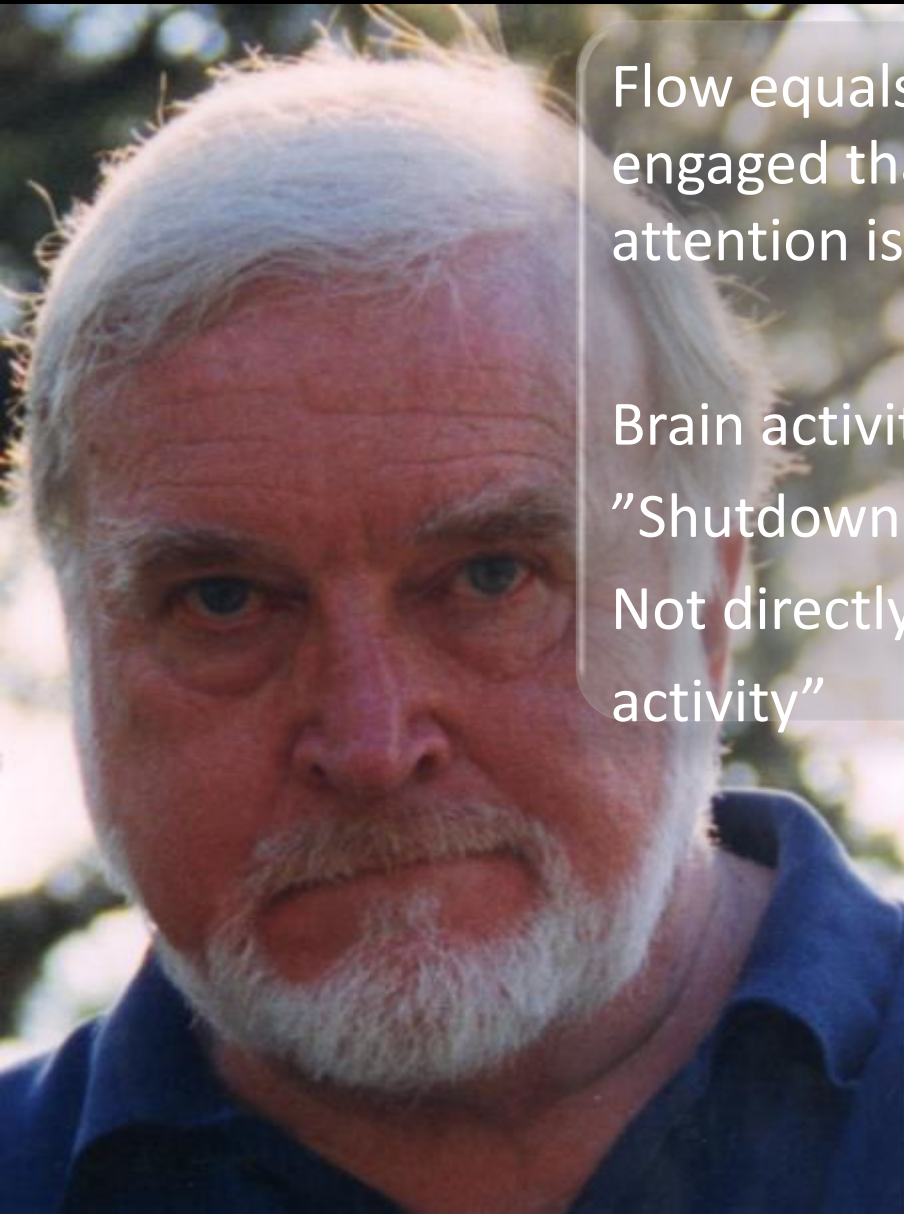
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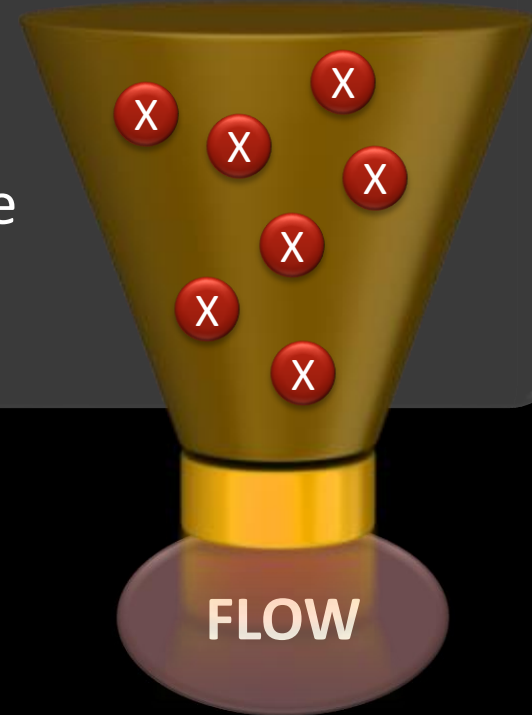
Mihaly Csikszentmihalyi: Flow Definition

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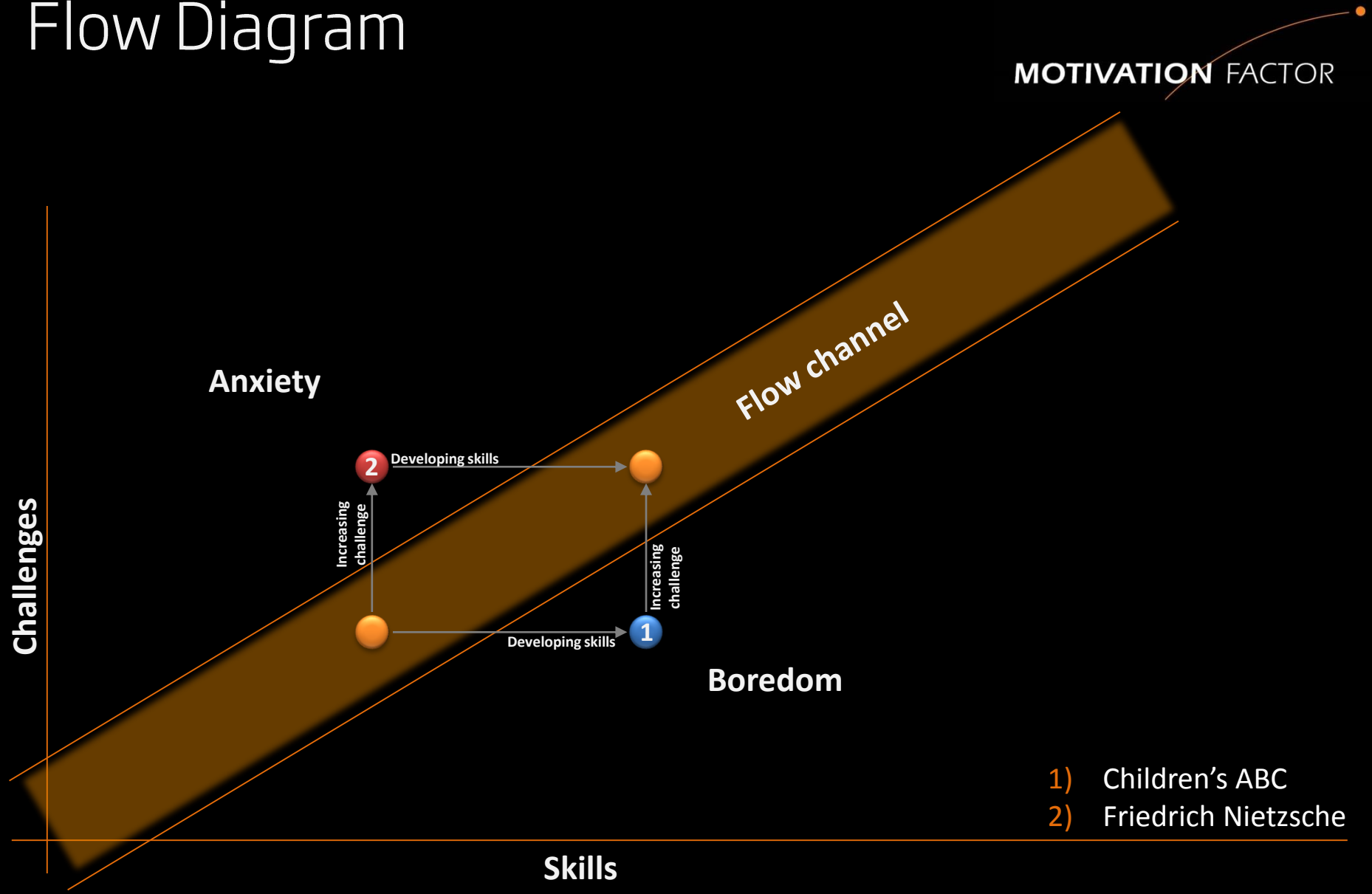


Flow equals positive situations where you are so engaged that you lose track of time and all your attention is focused on a certain activity.

Brain activity in flow:
"Shutdown the areas that are
Not directly involved in the
activity"



Flow Diagram



Flow premises

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- Clear, meaningful, realistic goals
- Influence own situation
- Balance: skills and knowledge vs. challenges
- Understandable, accurate rules for the work/activities
- Intrinsic motivated



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