The Motivated Brain

- The Hierarchy of Motivation
  - Energy
  - Needs
  - Talents
  - Purpose
- Defining and sharing your personal Hierarchy of Motivation
Motivators / De-motivators

“In 2020 we will be the most profitable in our line of business, we will gain market share and make our shareholders rich…”

Wonder if I’ll keep my desk at the window..?

Will Jim still be my boss, or what..?
Motivation is individual and situational
Software
Filling out the blank
Filling out the blank
Hierarchy of Motivation

- Purpose
- Talents
- Needs
- Energy

Growth
Motivation Factors
Awareness

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Hierarchy of Motivation

Motivation | Learning | Change

- Purpose
- Talents
- Needs
- Energy

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Energy Drainers

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What 3 things drains your energy related to your job?
Overload
Energy drainers

- John
  - People are not well prepared for meetings
  - I don’t have enough time for management
- Janet
  - Lack of progress
  - 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
  - “No out of the box thinking”

80% is about others
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

Guilt

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

Energy Drainer

- Expectations
- Tolerations
- Boundaries
- Would, should, could

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

Options
Actions

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Hierarchy of Motivation

- ENERGY
- NEEDS
- TALENTS
- PURPOSE

Growth

Motivation Factors

Awareness

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• 5 Behaviors you dislike in others
Take a look at the pictures and pay attention to your reaction.
Needs
Needs Conflict

Need
Order | Be heard | Be appreciated

Need
Freedom | Be right | Be appreciated

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Brain

1) Reptile Brain
   - Instincts
   - Survival

2) Emotional Brain
   - Feelings
   - Long term memory
   - Behavior
   - Gut feeling
   - Needs

3) Thinking Brain
   - Highest plasticity
   - Vision
   - Analyze
   - Planning
   - Decisions
   - Language
   - Talents

Amygdala
Hippocampus
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
TALENTS
Hierarchy of Motivation
5 things to know about talents!
WE ALL HAVE THEM!
Cells that wire together fire together
5 things to know about talents

WE FEEL GOOD WHEN WE USE THEM!
WE CAN USE THEM TO LEARN MOREefficiently!
2 + 2 = 4
5 things to know about talents

WE SHOULD FOCUS ON THEM!
5 things to know about talents

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

- Anxiety
- Flow channel
- Boredom

1) Children’s ABC
2) Friedrich Nietzsche
Flow premises

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