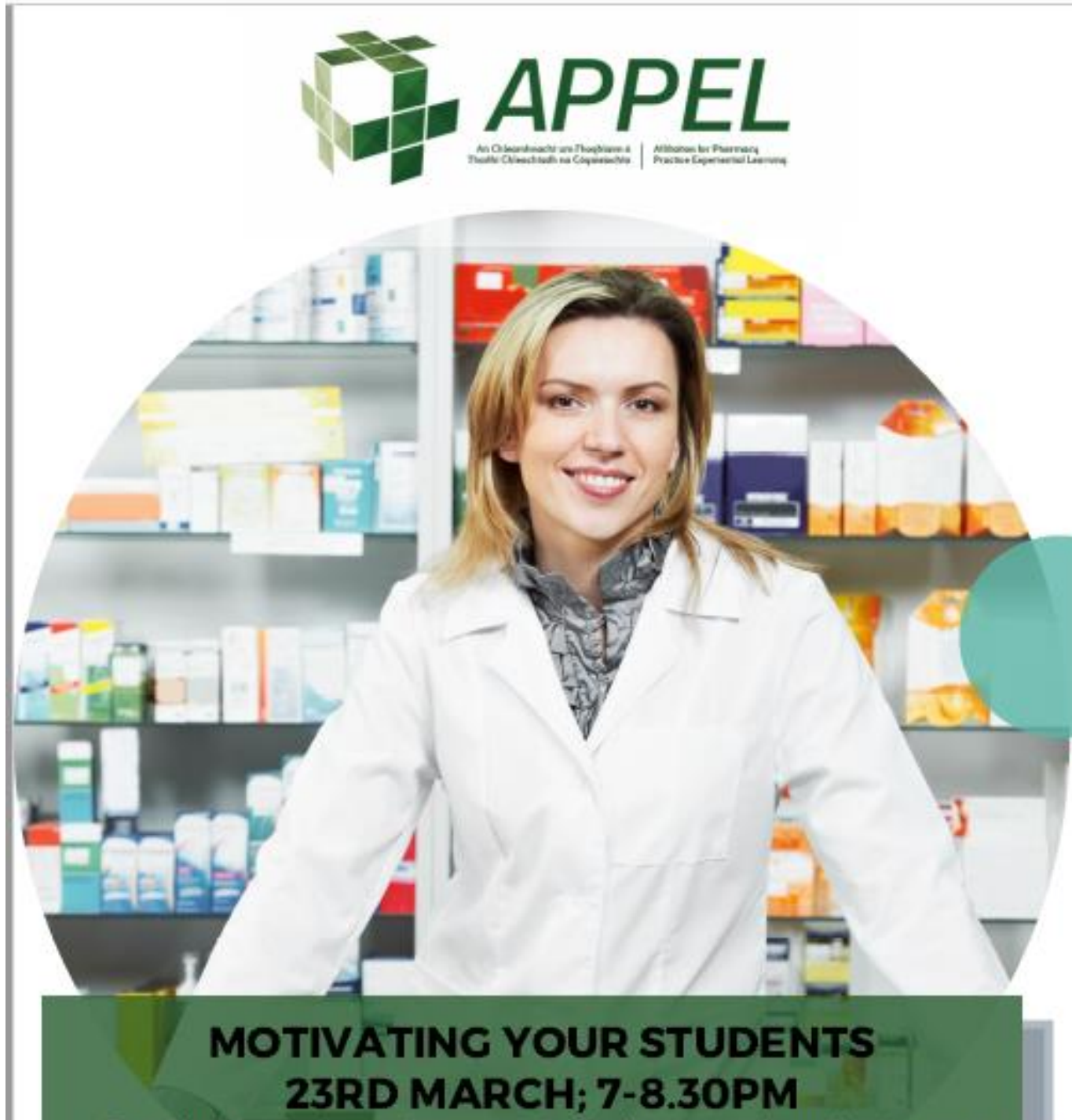




**Reg Friddle**





One-to-one leadership & management coaching



Team coaching/ team building



Training courses in leadership, management, communication & wellbeing

WHAT IS MOTIVATION?



THE SECRET TO  
MOTIVATION



COMMUNICATE TO  
MOTIVATE



A CULTURE OF  
LEARNING



THE IMPORTANCE OF  
YOUR ROLE



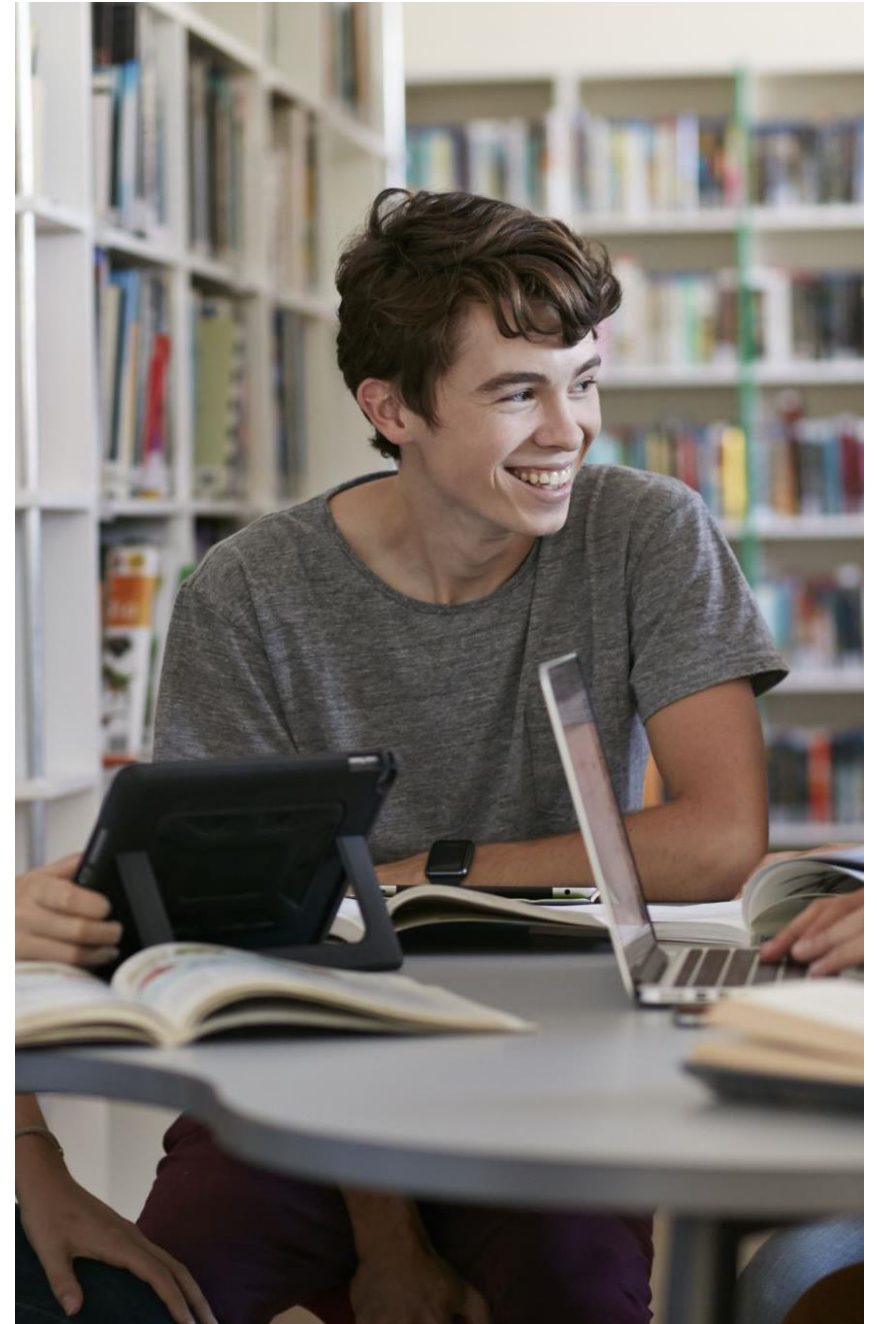
NURTURING  
MOTIVATION



ONE STEP TOWARDS  
BETTER



# WHAT IS MOTIVATION?



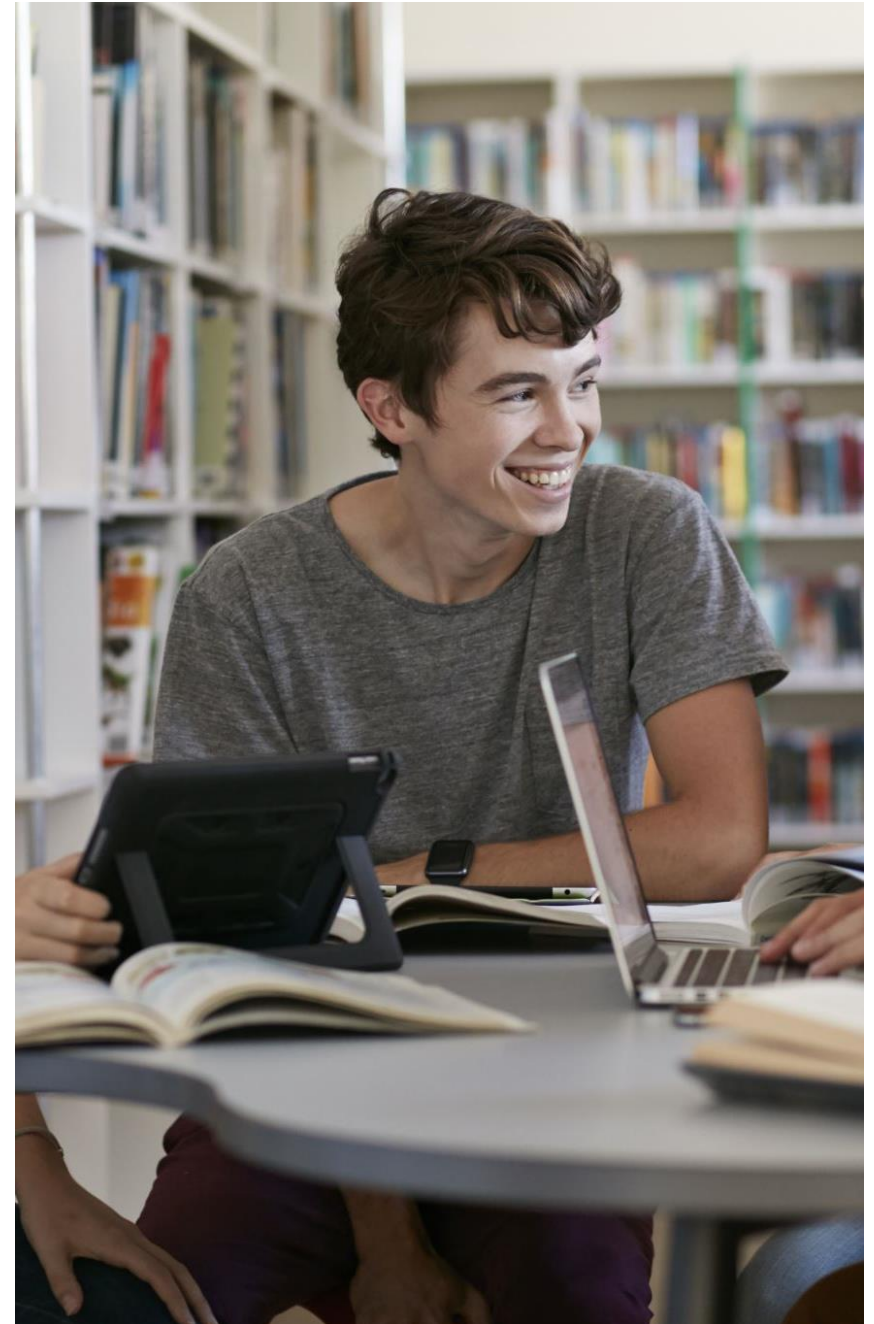


# WHAT IS MOTIVATION?

You cannot motivate anyone but yourself

And you can help create the conditions for someone to self-motivate

Appreciate that everyone is motivated differently – personalise your approach

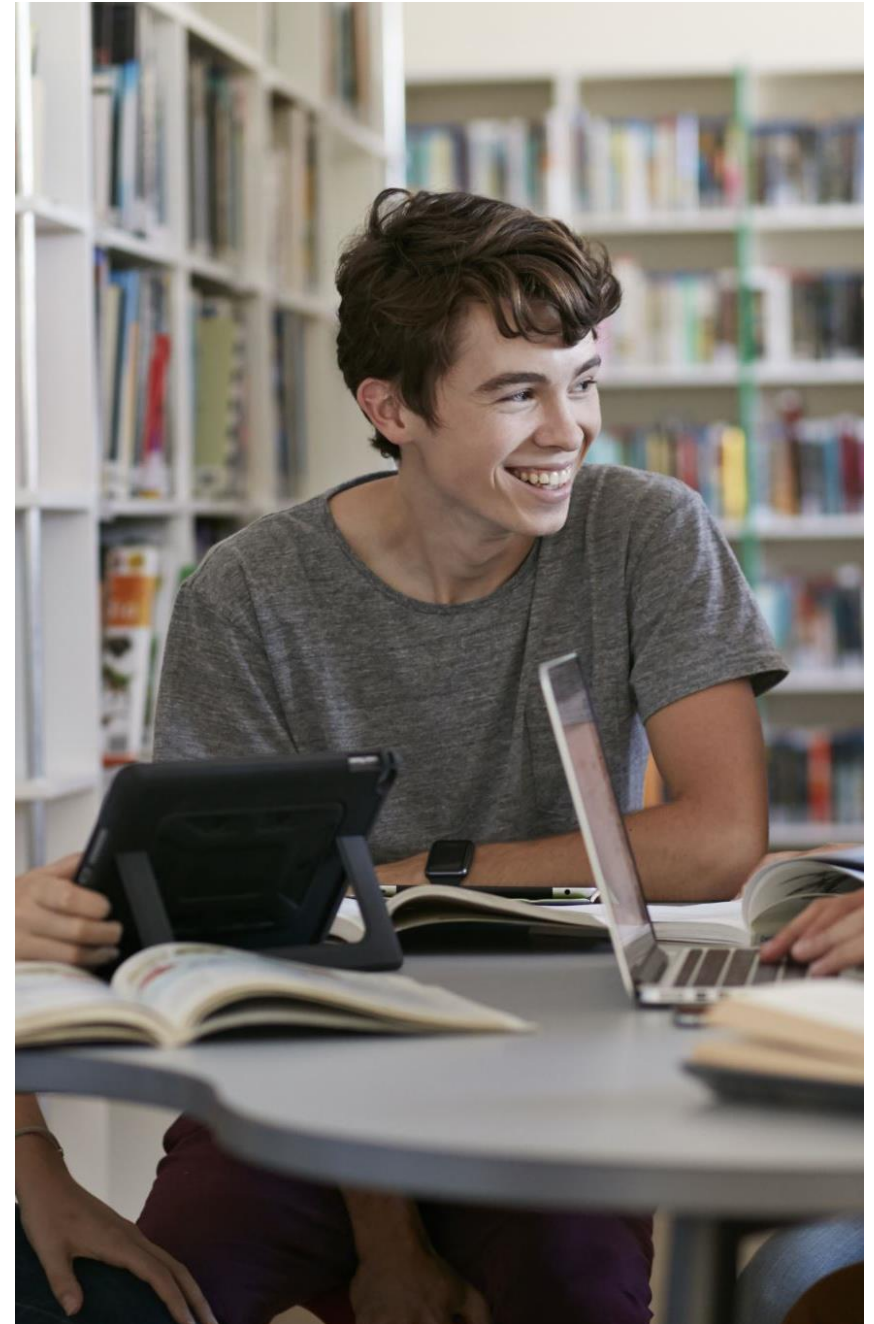


# KEY QUESTIONS

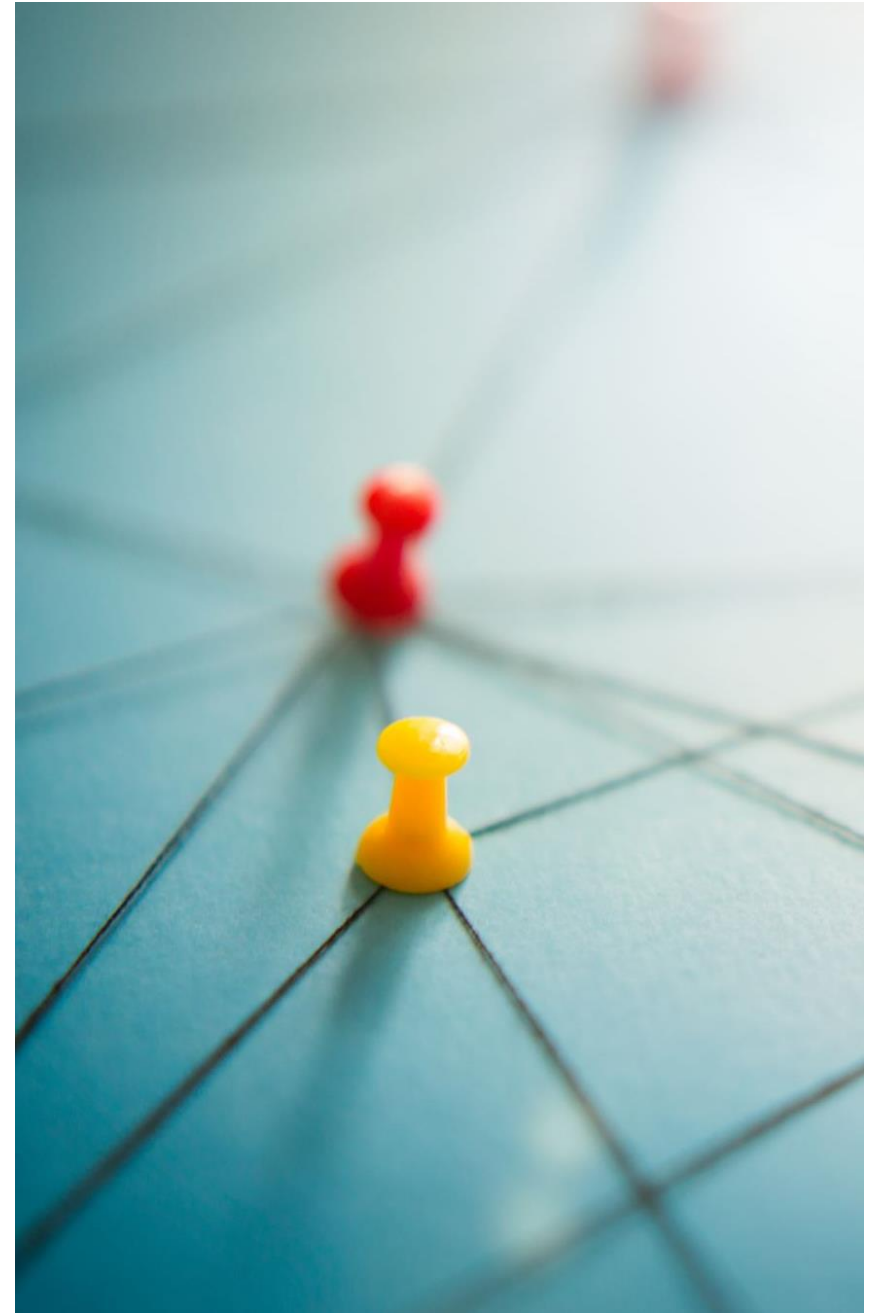
What do I know about my student and his motivations?

What efforts can I make to understand my student better?

Pause for questions



# THE SECRET TO MOTIVATION



# CONNECTING WITH MEANING

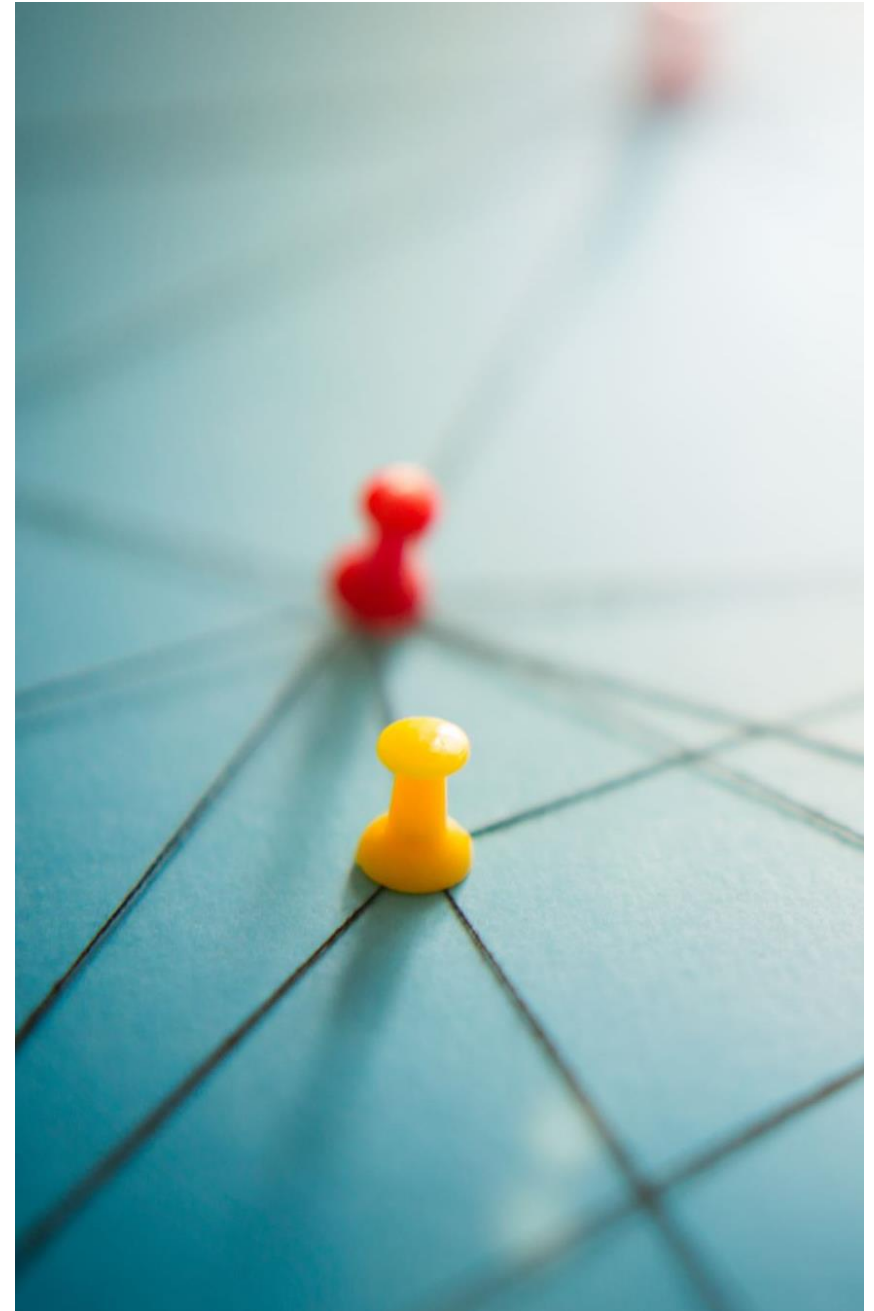
Making progress on meaningful work

What is your student at work for?

Help student see and track her own progress,  
the daily small wins

You have more influence than you may know

Harvard Business Review May 2011





# KEY QUESTION

What can I do to make work meaningful for my student?

What ways can I build genuine connection into my working relationships?

Pause for questions



To connect,  
meaningfully



# COMMUNICATE TO MOTIVATE



# COMMUNICATE TO MOTIVATE

Clarity of expectations

When you don't know, ask open questions

Give feedback with the intention of growth

Catch student doing things right



## KEY QUESTIONS

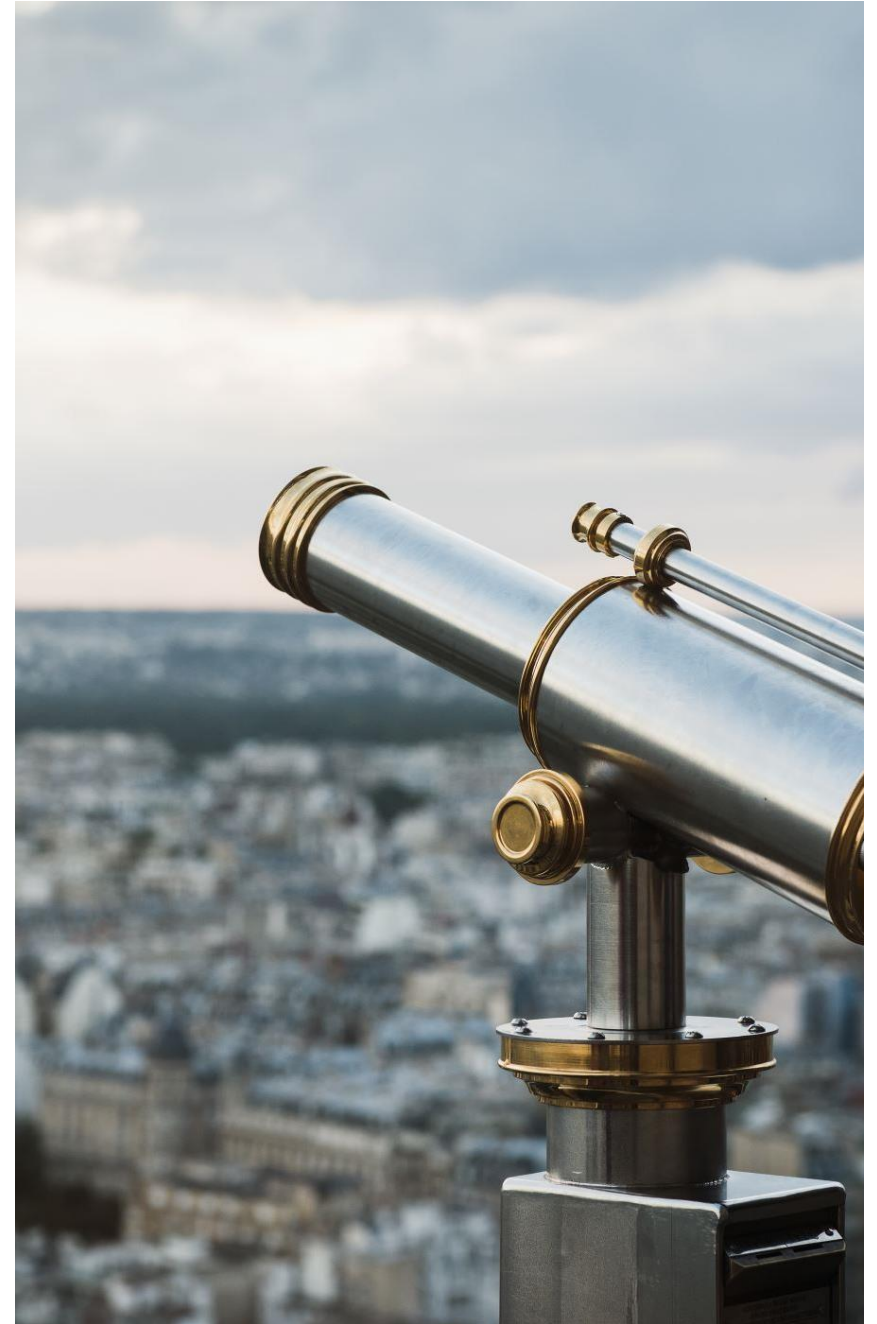
What's my communication style and how is it motivational?

Is my student clear about what needs to be done and do I give them feedback on how she is progressing?

Pause for questions



# A CULTURE OF LEARNING



# A CULTURE OF LEARNING

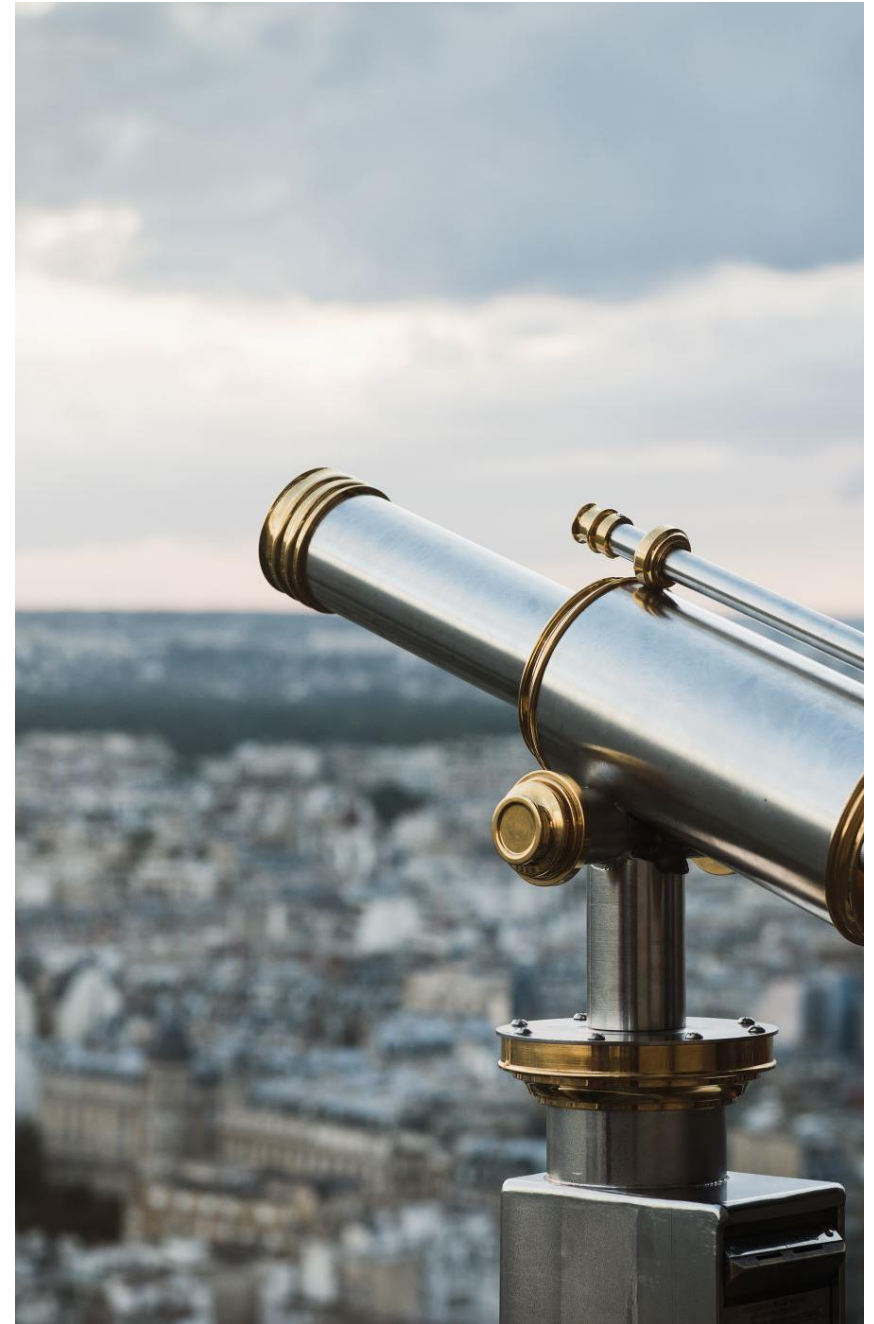
A perspective of growth and learning

Delegation and empowerment

Mutual development – mentoring, learning sessions, coaching

Learning from 'failure'

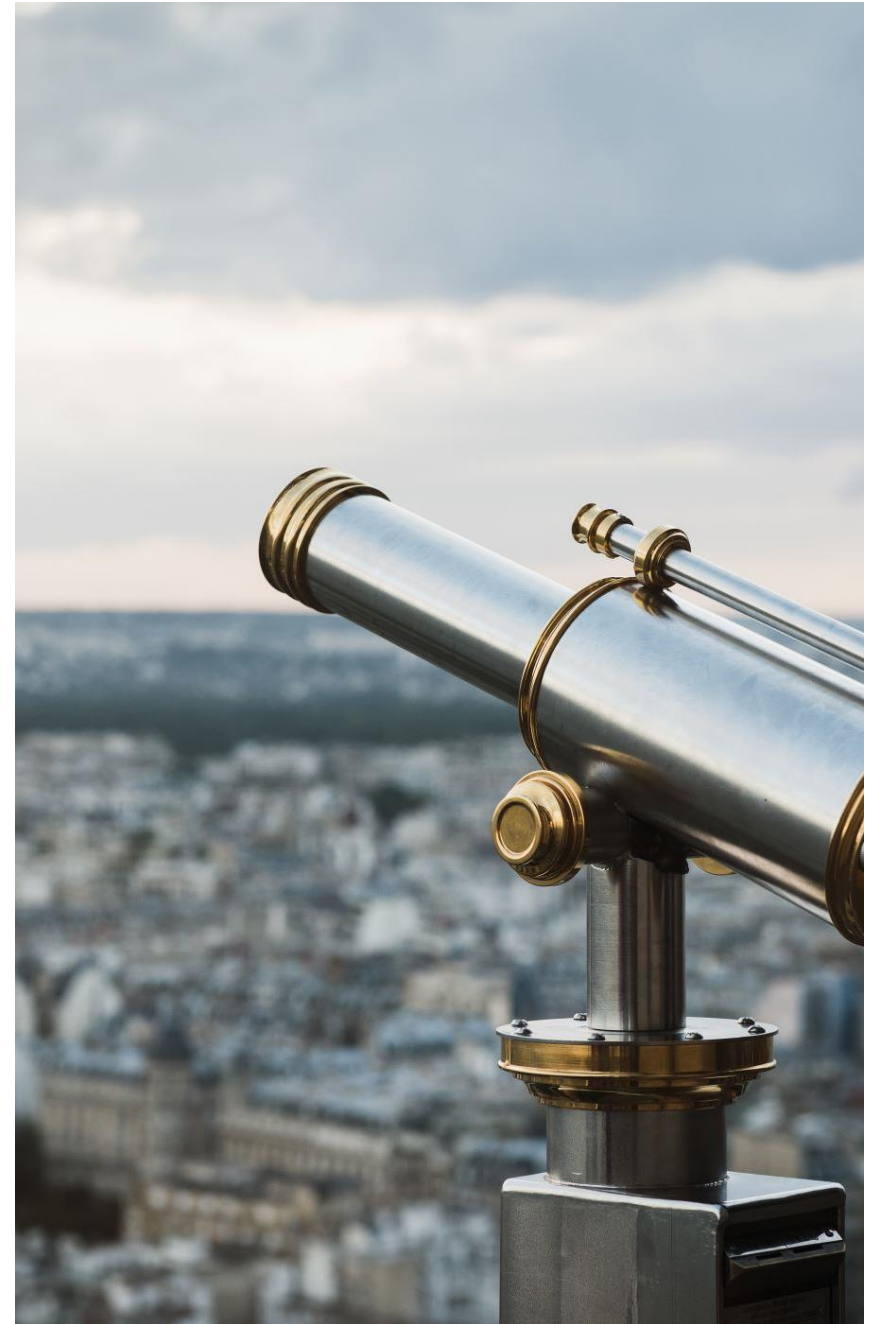
Create gaps for learning



# KEY QUESTIONS

How am I enabling my student to grow, learn and become not only competent but confident?

Pause for questions





# THE IMPORTANCE OF YOUR ROLE





## THE IMPORTANCE OF YOUR ROLE

What is your role in relation to the student?

Professional?

Hawk? [Theory X]

Empowerer? [Theory Y]

Approachable?

Wise advisor?

Learner?

Be aware of the shadow you cast.



# KEY QUESTIONS

What are my beliefs about people?

What am I role-modelling?

How can I shape this, with purpose and practise?

Pause for questions



# NURTURING MOTIVATION

# NURTURING MOTIVATION

## SCARF

**Status** is about relative importance to others.

**Certainty** concerns being able to predict the future.

**Autonomy** provides a sense of control over events.

**Relatedness** is a sense of safety with others, of belonging.

**Fairness** is a perception of fair exchanges between people.

## SCARF example

How can you give positive feedback for the achievement of good work [**status**]?

What clarity can you give on student's learning goals/ competencies [**certainty**]?

Agreeing their level of decision-making and span of control [**autonomy**].

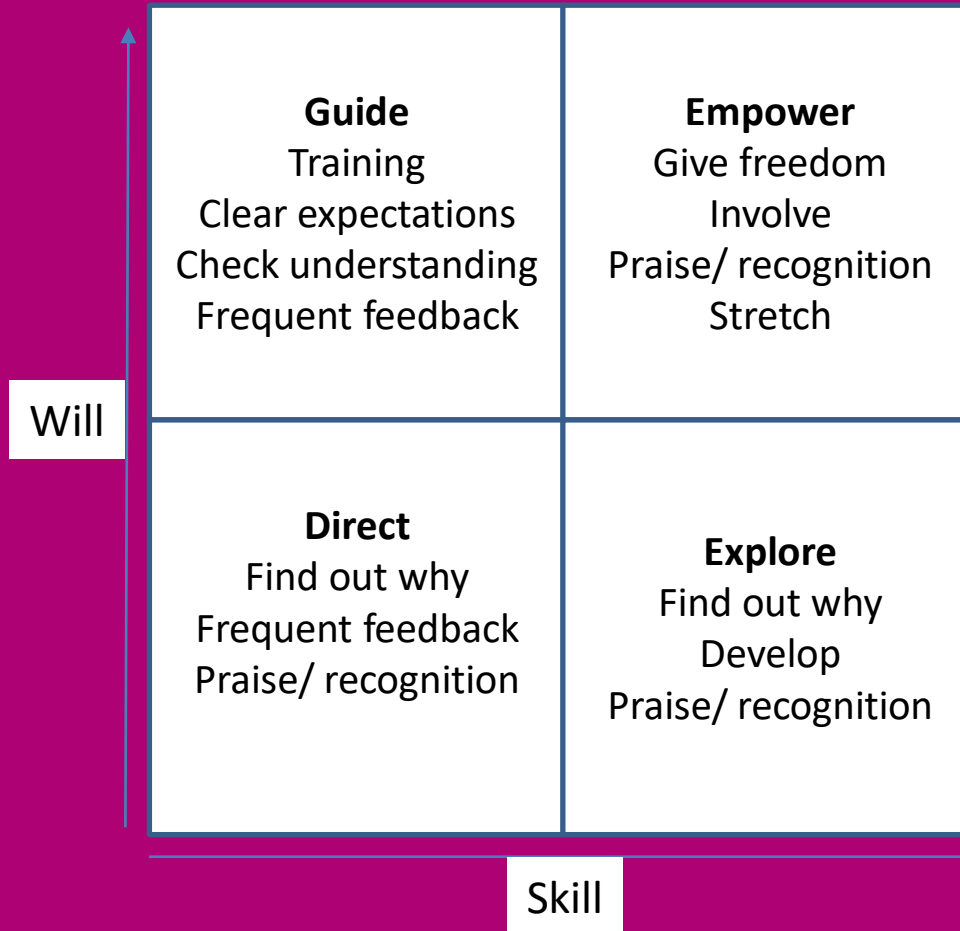
Building and maintaining a connection with the work and your organisation [**Relatedness**].

Seeing things from more than one perspective [**fairness**].





# SKILL/ WILL





## KEY QUESTION

What time do I set aside with my student for motivation and development conversations weekly/ fortnightly/ monthly?

Pause for questions

WHAT IS MOTIVATION?



THE SECRET TO  
MOTIVATION



COMMUNICATE TO  
MOTIVATE



A CULTURE OF  
LEARNING



THE IMPORTANCE OF  
YOUR ROLE



NURTURING  
MOTIVATION



ONE STEP TOWARDS  
BETTER



ONE STEP TOWARDS  
BETTER





# ONE STEP TOWARDS BETTER

What's will be in your motivation plan?

What will you do?

Could you integrate your actions into the  
Induction and Training Plans, as appropriate?  
[Yes]

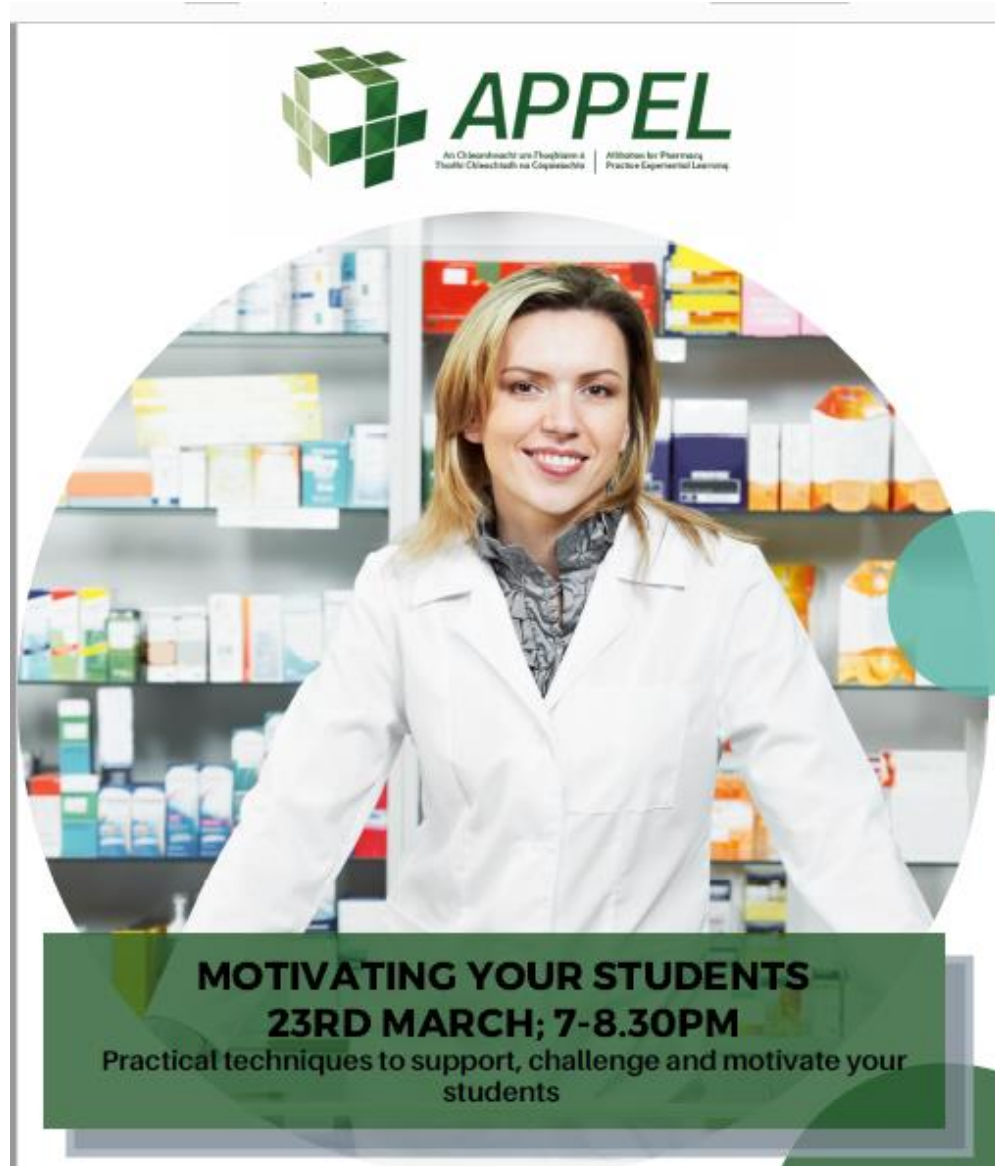
When?

How will you follow-up?



## 2 CONCLUDING QUESTIONS

Go to [www.menti.com](https://www.menti.com) and use the code 1560 0853



Thank you



Reg Friddle

[e: reg@preferred-future.com](mailto:reg@preferred-future.com)

[w:www.preferred-future.com](http://www.preferred-future.com)