

FACEWORK SKILLS CHALLENGE

STAYING MOTIVATED



“Motivation is a condition inside us that desires a change, either in the self or the environment.”

Beata Souders



WHAT IS THIS SKILL?

We all know people who seem able to get up in the morning and focus on completing a task (even if it is difficult). These are the same people who usually post on social media using the hashtag **#MotivationMonday** at the start of the week! But how do we remain motivated on an ongoing basis and adopt a positive mindset so we can succeed in reaching a goal and achieving our potential? And how do we stay motivated at work ?

Is being able to stay motivated a skill or an attitude? It's hard to say but certainly there are skills involved in being able to build resilience and maintain personal discipline which is part of being able to stay motivated.

Make no mistake, if you want to grow your career and become successful in work you need to recognise how important it is to stay motivated. This Challenge will help you to do this.

Before you start, rate yourself on how good you think you are:



BEING ENTERPRISING
Rate yourself



1

Not great



2

Need help



3

OK



4

Improving



5

Mastering

Score

Staying motivated



ARE YOU UP FOR THE CHALLENGE TO IMPROVE?





ARE YOU A 'WHY BOTHER?' OR A 'WHY NOT?' PERSON?

Problems at work are inevitable. But how we approach them depends in part on our attitude, our confidence and our level of motivation.

A '**Why bother?**' person is happy to make excuses for why something can't be done.

Whilst a '**Why Not ?**' staff member is motivated to find solutions and achieve, at the same time exceed goals set for them.



Employers need motivated staff to help them meet their goals, increase their productivity and stay ahead of the competition. However according to [The state of the global workplace](#) report across 155 nations, only 15% of employees are actively engaged in their work! This is an alarming statistic and shows that companies have a long way to go to inspire and develop their staff, as well as promote a more positive, flexible workplace environment.

Managers have a critical role to assess what motivates each employee. One employee may be motivated at work if they have autonomy in doing their duties, whilst other staff are motivated when they have clear rules and a structure to work to. Recognizing what motivates individual workers is a key responsibility for managers, but it's very important for you to be able to recognise and then articulate what it is that motivates you.

WHAT MOTIVATES YOU ?

- Recognition?
- Pay & promotion?
- Helping others?
- The satisfaction of doing your best ?
- Being part of a team?
- Being able to provide for your family?
- Other

Staff who are motivated have a desire to **do** things and make a difference rather than sit around and expect things to just happen. If you are able to take initiative (see earlier Challenge) you are motivated, indeed you can't take initiative if you aren't someone who is motivated.



How can I
master this skill?

**FACE.
WORK**



How to become more

Motivated?

There are lots of reasons why some people are more motivated than others.

It can depend on how you have been brought up, what opportunities you have had already had to lead and take responsibility, what feedback or mentoring you have had in the past, even where you live; For example it's hard to be feel motivated if you have to walk 2 miles to work each morning before you start a days work!

Whatever the circumstances, there are a number of very simple exercises you can do which will help you become and stay motivated:



1) FIND WHAT YOU LOVE. Of course we can't all choose the jobs we do, but in most jobs there are aspects or tasks of the job which we will enjoy. You will be more motivated if you can focus on the tasks and work you love. It's important that in the long-run you find work which you enjoy and which gives you purpose. This is the biggest single factor affecting motivation.

2) SET GOALS. Setting a goal can give you a direction and end point to focus on. It's helpful if you break up the goal into manageable tasks. Reward yourself when you complete the tasks and especially if you reach and exceed the goal you have set. If you tell someone your goal, you've essentially made a promise to keep your word and this can spur you on especially if other people see you making progress. Drawing a chart towards a visible goal can be a really helpful motivator as you plot your progress. It's also a great if you are part of a team which needs to be motivated.



3) FIND SUPPORT. Join a class, find a mentor, or someone you can share the experience with. Other people's encouragement to keep going can be a big boost to your motivation, particularly when you're finding it difficult. If you want to become more motivated find and hang around with motivated people.



When you have discovered what motivates you for work, you can reflect more on how you maintain your motivation in other areas of your life.

But it can be hard to keep your motivation alive. Like a fire you need to feed and shelter it.

Here's a few tip

MOTIVATION

Keeping motivation alive is like shielding a precious flame.

You have to protect it from the ill-winds of doubt and cynicism and feed it with hope.

If you do, like a candle, it will burn bright and light your way to a better future.



STEPHEN CARRICK-DAVIES
FACEWORK



① Be your own best friend. You need to value your health, your fitness, your stamina and how much sleep you get. Find ways to reward yourself when you succeed and value your progress.



② Surround yourself with inspirational quotes and sayings which encourage you and remind you of the bigger picture of what you want to do and be. Be clear about your long-term goals and share them with others.



③ Avoid negativity and remove yourself from those around you who are cynical and who would dampen your fire. Instead surround yourself with those who can feed your fire!



④ Stay optimistic. When you have a bad day or terrible week, don't despair. Identify the causes of your frustrations and apply that knowledge to trying again. Creating fresh starts disconnects you from past failures. Motion creates emotion.

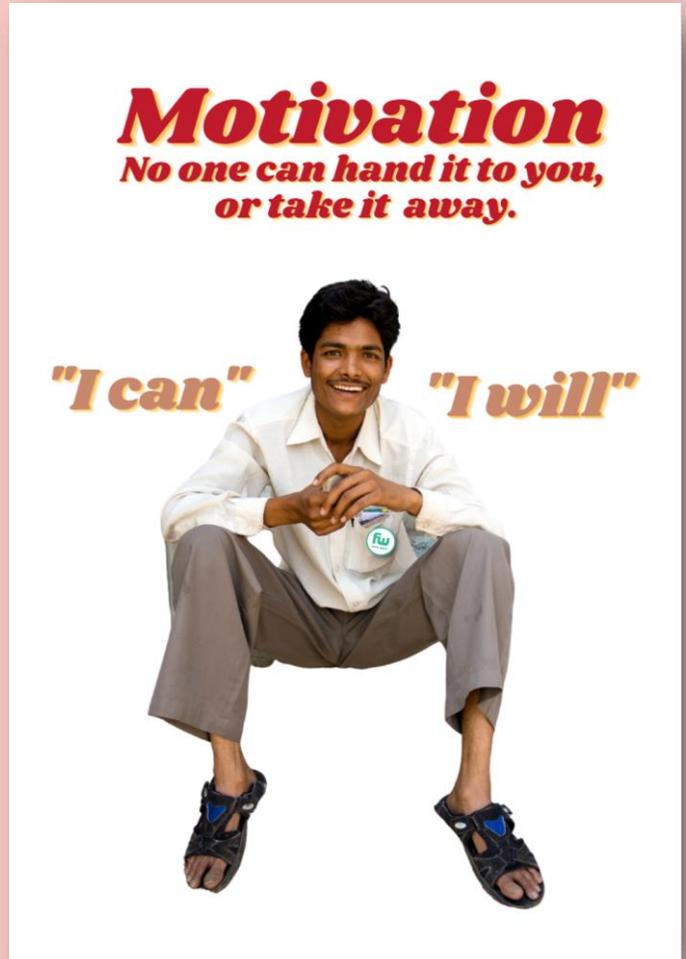


For this Challenge you have to interview 3 people who you recognise as being motivated. (They can't be family or close friends.)

Ask them the following questions:

- 1) What keeps you motivated?
- 2) Have you ever lost your motivation? Why?
- 3) If you had one piece of advice about how to stay motivated what would it be?

From this research make a poster about motivation which includes a picture of you. Here's an example.



Now rate yourself again on how good you think you are:



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3

OK



4

Improving



5

Mastering

Score



Staying motivated

=

I've learnt

.....

.....about staying motivated



WHAT ARE THREE

GOALS

FOR YOUR LIFE ?

1).....

2)

3)

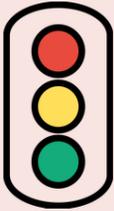
What is going to **motivate** you to achieve these goals?

.....

LEARNING BY DOING



1. To continue being better at **Staying motivated** what am I going to



stop doing?

continue doing?

start doing?

2. Who is going to help me keep on track?
.....

3. How will I see the difference?

one week

one month

one year.....



4. Who will I share my knowledge of this skill with?



.....



5. Which Character Strengths will I need? Highlight them below!

Appreciating Others	Bravery	Creativity	Curiosity	Fairness	Forgiveness	Gratitude	Honesty
Hope	Humility	Humour	Judgement	Kindness	Leadership	Love	Love of Learning
Perseverance	Perspective	Prudence	Self Regulation	Social Intelligence	Spirituality	Teamwork	Zest

Learn more about Character Strengths at www.facework.online

6. What would you change, add or remove to improve this worksheet ?

send suggestions to info@facework.online