WELCOME TO

INTERACTIVE SESSION ON MOTIVATION

BY

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MOTIVATION

- Motivation – a drive that encourages action or feeling
- To motivate – to encourage, to inspire
- It is like igniting the spark for action
- Motivation – motive for action
- It is a force that can literally change your life
Six C’s of Motivation

Challenges

Choices

Control
collaboration

Consequences

Constructing meaning
MOTIVATION IS...

- Complex
- Psychological
- Physical
- Unique to each and every person
- Context sensitive
- Not fully understood
It is a process by which a person’s efforts are energized, directed and sustained towards attaining the goal.

- **Energy**: A measure of intensity or drive
- **Direction**: Towards organizational goal
- **Persistence**: Exerting effort to achieve goal
MOTIVATION FOR MOTIVATION

Needs

Level 1: Social, Psychological, Safety, Survival
Level 2: Achievement, Growth, Recognition, Power, Satisfaction
THREE FACTORS AFFECTING PERFORMANCE
People often do not perform as desired because:
- They don’t have the tools to do so.
- The rules do not permit them to do so.
- The procedures prevent them from doing so.
- The resources are not available for doing so.
- They do not know what they are expected to do.
MOTIVATION

Often also, people do not perform as desired because:

- They are punished if they perform (by additional work)
- They do not get punished for not performing
- They are rewarded for non-performance (by less work)
- They find no reward for sincere performance
- Performing may be risky
- Not performing means no risks
In other cases people do not perform as desired because –

- They do not know how to do it
- They find it very difficult to do it
- They are not sure whether they are doing the right thing
- They are slow in doing it and complete it late
Factors influencing job satisfaction

- The degree of control we have over the way we do our job
- The scope we have for pride in the work we do
- The amount of recognition we receive
- The environment we work in
- The person we work for; and
- Security, money and promotion prospects
Need for motivation

- Motivation – born of an urge to succeed
- Without success – no pride, no enjoyment, no excitement at home or at workplace
- Complacency – the greatest enemy of motivation
We can motivate ourselves as well as others.

Your attitude – key to get the response you expect from others.

Auto – suggestion – an important tool used by many athletes; it is a positive statement made in the present tense and repeated regularly.

In a nut shell, it is positive self-talk.
All dreamers may not be achievers but all achievers are dreamers.
Abolition of slavery in the USA – his dream

Strove throughout his life to achieve it

He motivated himself from time to time
Distinction between inspiration & motivation

- “Inspiration is thought; motivation is action” (Shiv Khera)
- We can only inspire people to motivate themselves
Motivation

External
- comes from society
  - from a desire to be appreciated

Internal
- comes from within (self)
  - pride, belief, responsibility, a sense of achievement
Positive motivation – leads to success, happiness and acceptance by society

Negative motivation – results in frustration, misery and disappointment
Motivation - two kinds (Shiv Khera)

FEAR MOTIVATION – Advantages –

- Can meet deadlines
- Improves performance in the short run

Disadvantages –

- Causes stress
- Destroys creativity
- In the long run, performance goes down
- Motivation goes when the motivator goes
2. INCENTIVE MOTIVATION

Incentives – Commission, bonus, promotion, a tour package for the family, an increment

Advantages – Works well as long as the incentive is strong enough

Disadvantages – Motivation limited to meeting the quota/deadline
Demotivating factors

- Unfair criticism
- Public humiliation
- Failure
- Fear of failure
- Rewarding non-performers
- Lack of direction
• Lack of self–esteem (self–respect)

• Frequent change

• Lack of priorities

• Responsibility without authority (freedom)
HOW CAN WE MOTIVATE OURSELVES & OTHERS?

- Give due respect to others; don’t criticize, condemn or complain (Dale Carnegie)
- Give due recognition to others; give honest and sincere appreciation (Dale Carnegie)
- Be a good listener
- Encourage goal setting
- Provide opportunities for growth and development
- Provide training
- Help - extend assistance
- Throw a challenge – it brings out the best in a person
“Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.”
“However difficult life may seem, there is always something you can do and succeed at. It matters that you don’t just give up.”
“It’s a lie to think you are not good enough.”

“If you can’t get a miracle, become one.”
“Bad times either destroy you or make you strong enough to be who you actually are.”
Thank You