

## MOTIVATION & PERSONAL PERFORMANCE – Module 07

Individual Motivation has been recognised as a key-contributing factor in employee performance. In order to **achieve high performance** with the accelerating change of the twenty-first century and the increasing demands and challenges of the modern workplace, you and your team need **resilience**.

This dynamic, engaging and interactive programme will help delegates to reflect on their performance in terms of the way in which they think, feel and act. It will help them explore their potential and realise that they are capable of much more than they think they are. It will teach them specific strategies to be able to set and achieve goals, to create positive feelings such as motivation and confidence more often, to be able to become more resilient and deal with setbacks more effectively.

### What to Expect

This flexible program is available in a one-day or 1½-day format for managers and individuals. Participants are equipped with skills and tools to help them use what they learned during the session, for themselves and with others, once they are back on the job. The one-day session focuses on the following learning outcomes:

- Identify and distinguish the Motivational Outlooks in the Spectrum of Motivation
- Understand how the qualities of autonomy, relatedness, and competence influences a person's sense of well-being, energy, and vitality
- Learn how to apply the skills to activate Optimal Motivation with others
- Collaborate with a cohort member on a plan for implementing the best practices back in the workplace

### Content

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| ✓ Going Beyond - from potential to achievement             | ✓ Incorporate training in organisational culture |
| ✓ What is Potential?                                       | ✓ Give regular feedback                          |
| ✓ Success Factors - attitude, pro-activity, responsibility | ✓ Keep it interesting                            |
| ✓ The Power of Perception                                  | ✓ Contextualise your employees' training         |
| ✓ Self-Image - the foundation of confidence                | ✓ Make the training relevant for the individual  |
| ✓ Creating Positive States                                 | ✓ Identify employee strengths                    |
| ✓ Dreams to Reality - the 5 step goal achievement process  | ✓ Emphasise the long-term career prospects       |
| ✓ The Power of the Mind                                    | ✓ Recognise their expertise                      |
| ✓ Going Beyond Resistance                                  |  |

### What will I learn – mainstream questions

Identify what motivation is. Explore ways to create a motivational climate and design a motivating job. Supervising and motivation. Setting goals. The role of values. Creating motivational climate. Designing a motivational job.

### A motivational checklist