




1

Be aware:

- What can cause you to lose your motivation?
- How can being aware of this help you become better at motivating others?
- When people are unmotivated there is a cost.
- What can the lack of motivation cost you?
- What can it cost the agency?
- What can be the expense for the children and families, when motivation is lacking?



Overview

Focus on the right zone.
Be innovative with motivation
Identify the right motivators.
Practice the 3 R's and 3 C's
Take PRIDE
Take Action

2



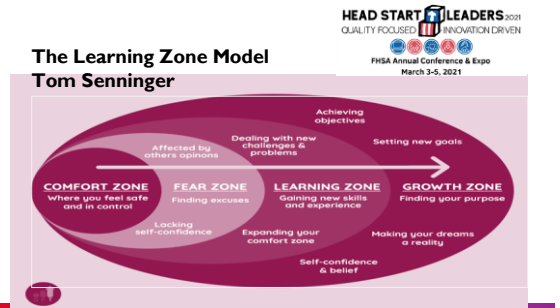
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“It’s only after you’ve stepped outside your comfort zone that you begin to change, grow, and transform.”

Roy T. Bennett

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Know the zones and be ready to change zones.



Comfort Zone

Fear Zone

Learning Zone

Growth Zone

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**COVID- 19:
The zones changed,
We changed and
What motivated us
changed.**



Please check the top five items that are important to you.

- The challenge of the job.
- Promotion or opportunity for more responsibility.
- Involved in leadership opportunities and included in making decisions.
- Positive relationship(s) with the staff I work with daily.
- Positive relationship with my supervisor.
- Opportunity to do tasks I enjoy.
- Knowing my job relates to the overall success of the organization.
- Open communication, being treated with respect & feeling appreciated by my supervisors.
- Handwritten thank you note.
- Dedication to the children I work with each day.

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Top five motivators Pre-Covid

1. The challenge of the job.
2. Positive relationship(s) with the staff I work with daily.
3. Promotion or opportunity for more responsibility.
4. Involved in leadership opportunities and included in making decisions.
5. Positive relationship with my supervisor.



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Top five motivators now

- Sense of belonging – connection.
- Involvement and collaboration.
- Recognize and reward good work.
- Clarity on the importance of the work being done.
- Involvement and empowering employees to make decisions.



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Three R's of Motivation



RECOGNITION



RESPONSIBILITY



REWARDS



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Three C's of Motivation



COMMUNICATION



COLLABORATION



CONNECTION



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Communication



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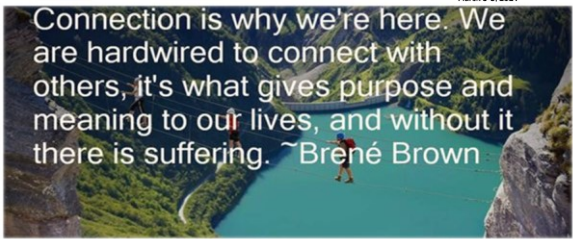


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Collaboration
 allows us to
 know
 more than we are
 capable of knowing
 by
 ourselves.
 - Paul Solarz

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PRIDE

- P – Practice increasing and improving the view.
- R - Recognize, reinforce, & reward individual efforts
- I – Involvement & engagement help us to grow.
- D – Develop positive relationships.
- E - Evaluate your focus by holding yourself & others accountable.

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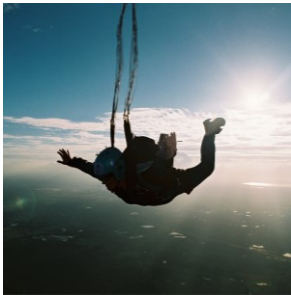
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Thank you!
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