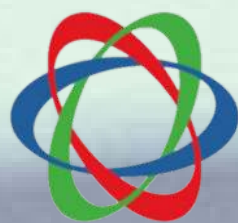


Is Your Motivation Missing?

How To Thrive in 2021 and Beyond



EQPlus®

Motivation Profile

Daphne Bernicker

www.humanaim.com

713.540.9117

Is Your Motivation Missing?

In the past several months, in speaking to my clients and to leaders all over the world, the issue that keeps coming up is how hard it is for them and their people to stay motivated, creative and resourceful. They and the people they work with are stressed and exhausted. For many, trying to drive themselves and their people the way they did in the past just isn't working. We know that **Intrinsic Motivation** (doing something because it is meaningful to you, rather than simply because you are trying to please someone else) is the **emotional intelligence** skill which is the strongest predictor of **individual performance** outcomes in Africa (60%), Asia Pacific (67%), Europe (60%), Middle East (60%), North America (63%), and consequently has the most impact on team and organizational performance. To be successful, leaders need to access their own optimal intrinsic motivation and inspire others to do the same. So how do we find and channel the motivation we need to succeed now – and in the future?

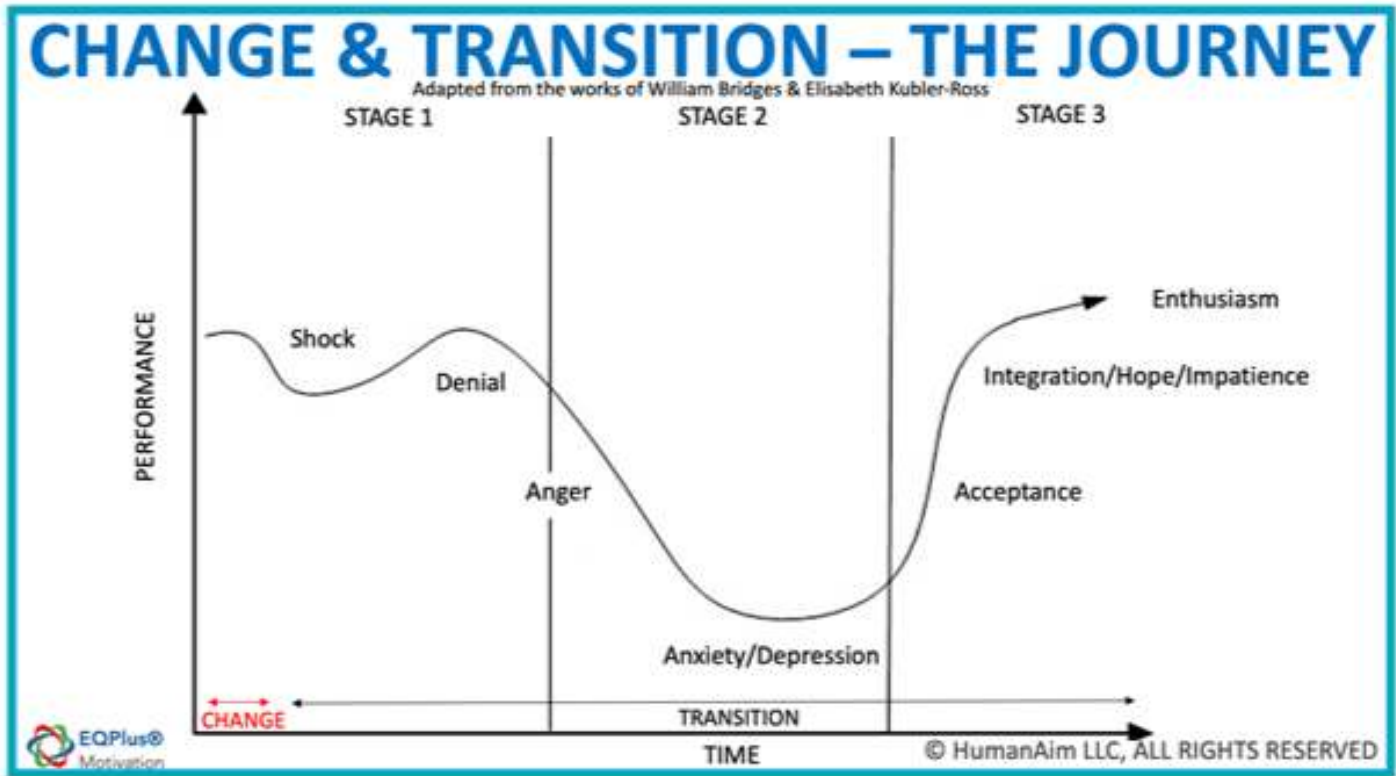


TO PERFORM AT OUR PEAK IN CHALLENGING CIRCUMSTANCES AND IN THE GOOD TIMES, WE NEED TO UNDERSTAND WHAT DRIVES US AND MOTIVATE OURSELVES IN THE BEST POSSIBLE WAY. HERE'S HOW:

- **Acknowledge and understand where you are in the Change and Transition Journey:**

Almost universally in 2020 many people and organizations have experienced or are experiencing some of the stages of **grief**. A recent **survey** from the Centers for Disease Control and Prevention found that in June 2020, 31 percent of American adults were experiencing anxiety and depression. While the pandemic change was very sudden and unexpected, our journey through this changed landscape – how we make it through this change – has been much more gradual. The graph below shows the emotions that many of us have experienced and are experiencing, and how this is affecting our productivity. Although this chart is linear, it is important to recognize that many of us may be oscillating between the stages even over the course of a single day.

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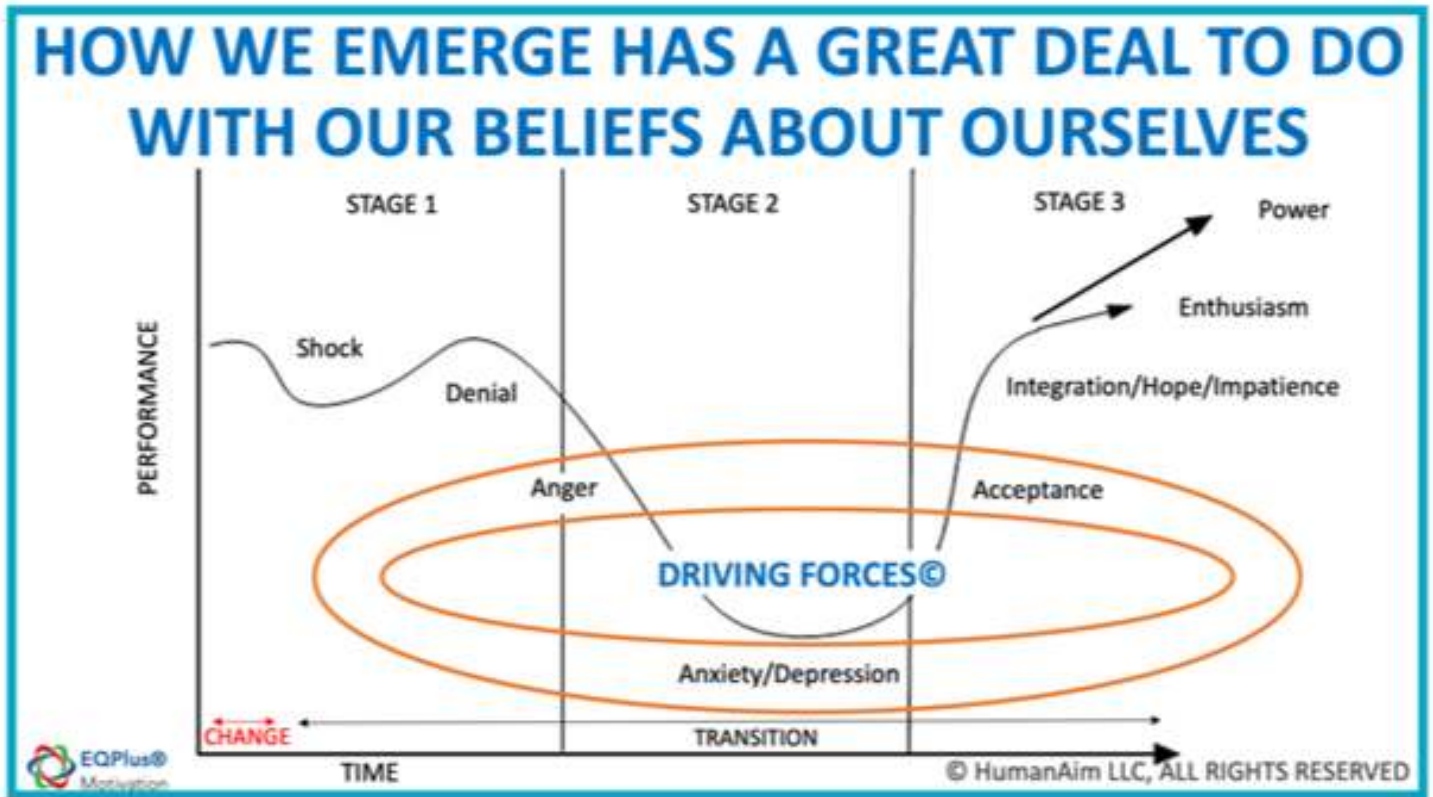


When I first created this Change and Transition Journey chart (full credit to the seminal works of William Bridges and Elisabeth Kubler-Ross), I thought of this as specific to 2020, but stepping back I realized that people go through this same cycle many times in their business and personal lives – when a project you have been working on blows up, when someone else gets the promotion you were counting on, when your company gets acquired, whenever a change that you do not want happens to you. In fact, a colleague who is an expert on sales pointed out that some salespeople can experience this change and transition journey as much as five times before 11:00am on a given day.

- **Understand your Driving Forces and how they directly impact your life:**

Our success – the way that we make it through the difficult times and make the most of the easy times – has a great deal to do with what we believe about ourselves at the deepest level. I call what we believe about ourselves at the deepest level our Driving Forces. Our Driving Forces can keep us stuck in Stage 1 and Stage 2, or they can help us move more quickly and easily to Stage 3. Used optimally, our Driving Forces can even help us to emerge more powerful than before.

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We form these beliefs about ourselves based on events that happen to us, and how we interpret these events. We seldom question our beliefs; we believe them so they must be so. (These beliefs are so present in our lives that we often think everyone else shares our beliefs – in fact, usually that is not the case). In turn, these beliefs – our Driving Forces – either give us the energy and clarity we need to succeed, or they get in the way. We are forming and reinforcing these beliefs right now. Now more than ever it is essential to see clearly and use our energy wisely.

There are Five Driving Forces: Accomplishment (the degree to which we believe that we are Accomplished), Belonging (the degree to which we believe that we belong wherever we are), Recognition (the degree to which we believe that we are seen and appreciated for who we are), Safety (the degree to which we believe we are safe) and Self-worth (the degree to which we believe we are worthy and deserving of good things). We are all somewhere on a spectrum of these beliefs. I liken our Driving Forces to the boosters on a rocket: when they are properly aligned and fueled, they will get us strongly off the ground and going in the right direction.

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- Pay attention to your Driving Forces and form and reinforce the beliefs that will fuel your success. As leaders, we need to help others do the same.

Here is a quick tool you can use to gain some perspective on how you are fueling yourself and how this is serving or not serving you. Assign a percentage to how much of your energy is directed at each of these dimensions of the Driving Forces. The only rule is that the total should sum up to 100%. For example, how much of your focus is taken up by believing that you are not yet accomplished enough, or have even failed? How much of your energy comes from believing that you are accomplished? How does this compare to your actual life? How is this helping you or getting in your way? Apply the same questions to each of the dimensions. Consider, how is this formula working for you? Has your formula changed for better or worse over the last year? It is possible that your old tried and true formula is not working right now? Is there a formula that might work better for you? Is there something that you want to change? You can right-size the way you direct your energy and focus.

JOURNALLING – WHAT'S YOUR ROCKET FUEL FORMULA?



OVERCOMING

- _____ % Not Enough Accomplishment
- _____ % Exclusion
- _____ % Invisibility
- _____ % Insecurity
- _____ % Lack of Self-worth

LEVERAGING

- _____ % Accomplishment
- _____ % Belonging
- _____ % Recognition
- _____ % Safety
- _____ % Self-worth

100 % TOTAL

EQPlus® Motivation

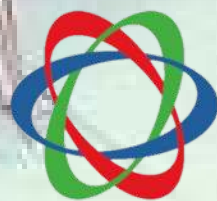
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- Go deeper to find and ignite the motivation you need to succeed.

Change can be a lot easier than you think. To gain clear perspective and chart your path forward [contact me](#). I have collaborated with Six Seconds, the Emotional Intelligence Network to create the EQPlus® Motivation Profile – the first ever real-time measure of *how* people are motivating themselves and how this directly impacts their success. Using the power of the [EQPlus® Motivation Profile](#) and the EQPlus® Motivation suite of solutions – which includes workshops and individual and group coaching – people, teams and organizations are gaining deep insights, making powerful positive shifts and taking the action steps they need to thrive in 2021 and beyond.

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Daphne Bernicker

MBA, ACC, EQ+M, CPCC, CEQF, EQAC, VSCC

Founder- Consultant-Coach

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daphne@humanaim.com

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