



Motivation

- Personal
- Groups
- Application to Chapters



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Motivation – A **psychological** feature that arouses an individual to **action** toward a desired **goal**.



MOTIVATION

if a pretty poster and a cute saying are all it takes to motivate you you probably have a very easy job. the kind robots will be doing soon.



- **Content theory** – What makes people behave a certain way – e.g. Maslow's Hierarchy of Needs
- **Process theory** – how goals and decisions motivate – e.g. Adam's Equity Theory – Input balances output

#1 - Goals and Vision for the Future



Motivation is personal

- Motivators - Dirk
 - Challenges
 - Learning new things
 - Presentations
 - Deadlines (real w/ consequences)
 - Being outside
- De-motivators - Dirk
 - Detailed Planning
 - Bureaucracy
 - Emotional Exchanges / decisions
- **Self Awareness is key!**



Tips to help you stay motivated

- Schedule & plan – break tasks into small chunks
- Set real deadlines for yourself
- Develop a community that helps you (positive people)
- Don't lose sight of the goal! [Write them down]



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Like herding cats...

<http://www.youtube.com/watch?v=JWymXNPaU7g>



Motivating others

- Vision – where do [WE] want to get to?
- Passion for doing the task
- Reciprocal Nature of Relationships
 - You must give the things you want to receive
 - Information In → Information Out
- Lead by example
- Check-in, offer support, communicate
- Taken together, these produce a supportive environment



- Myth – You can motivate others
- Myth – Fear or money are good motivators
- Myth – Other people will be motivated by the same thing that motivates you



Discussion

- What motivates you? Tell the group about a time when you were really motivated.
- Are there common themes?
- Describe the most motivated group you have been in. What made it work?
- Apply that to chapter leadership – how can you use that to build a more motivated chapter?



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Summarize



I always try to commend people on a job well done, and point out why things need to be done if necessary (if it is dirty work especially).

- Rich Youngworth, LightCapture Inc.



The greatest universal motivation I have seen for technical people is achieving a feeling of accomplishment. When people feel their work will make a difference, they want to see it succeed.

- Kevin Harding, GE Global Research & 2008 SPIE President



As a manager and leader I need to be able to determine what is important to people, to understand their passions. One way to understand these passions is to see where they put their energy. People usually put their energy into work they enjoy. Then I need to share with them how their work relates to their goals and vision, and give them the freedom to achieve.

- Marc Himel, Tessara Inc.



Enthusiasm is the most important element needed to motivate other people to action. If you really believe in something, and are passionate and enthusiastic in getting others involved, a great number of people will follow your lead - even if it proves to be the dumbest idea ever. You'd better not be wrong too often, however, as people will lose faith.

– David Wick, Sandia Nat'l Labs



The biggest factor in motivation is ownership. When people are solely responsible for a task and have latitude in accomplishing it, they are more creative and more persistent in getting it done. As a team lead, I try to assign tasks and give people that latitude to be creative, with the final goal and a deadline. I do emphasize, though, that I am available and willing to provide input if they get stuck.

- Theresa Axenson, Lockheed-Martin