



**SHEET  
PLANT  
ASSOCIATION**

# **MASTERCLASS**

## **MOTIVATION**

**HOSTED BY STUART LOTHERINGTON & EMILE HALL**



**SBRConsulting**

# HABITS TRIANGLE



“The Common Denominator of Success is forming the habit of doing the things that unsuccessful people don’t like to do.”

**Albert E. Gray**



1. Towards & Away Motivation
2. Motivators and Hygiene Factors
3. What motivates your people
4. 8 Drivers of Motivation
5. Emotional Bank Account & How to give praise

## GALLUP POLL

**The latest post pandemic Gallop poll says that when your team are correctly motivated they are:**

73% less likely to feel burned out

4 times more likely to be engaged

44% more likely to be thriving in their life overall

4 times more likely to recommend your organisation to friends and family

56% less likely to be looking for alternative jobs

# THERE ARE 2 TYPES OF MOTIVATION



# MASLOW'S HIERARCHY OF NEEDS

## **Self-actualisation**

...morality, creativity, spontaneity, problem solving, lack of prejudice, acceptance of facts.

## **Esteem**

...self-esteem, confidence, achievement, respect of others, respect by others.

## **Love / belonging**

...friendship, family, sexual intimacy.

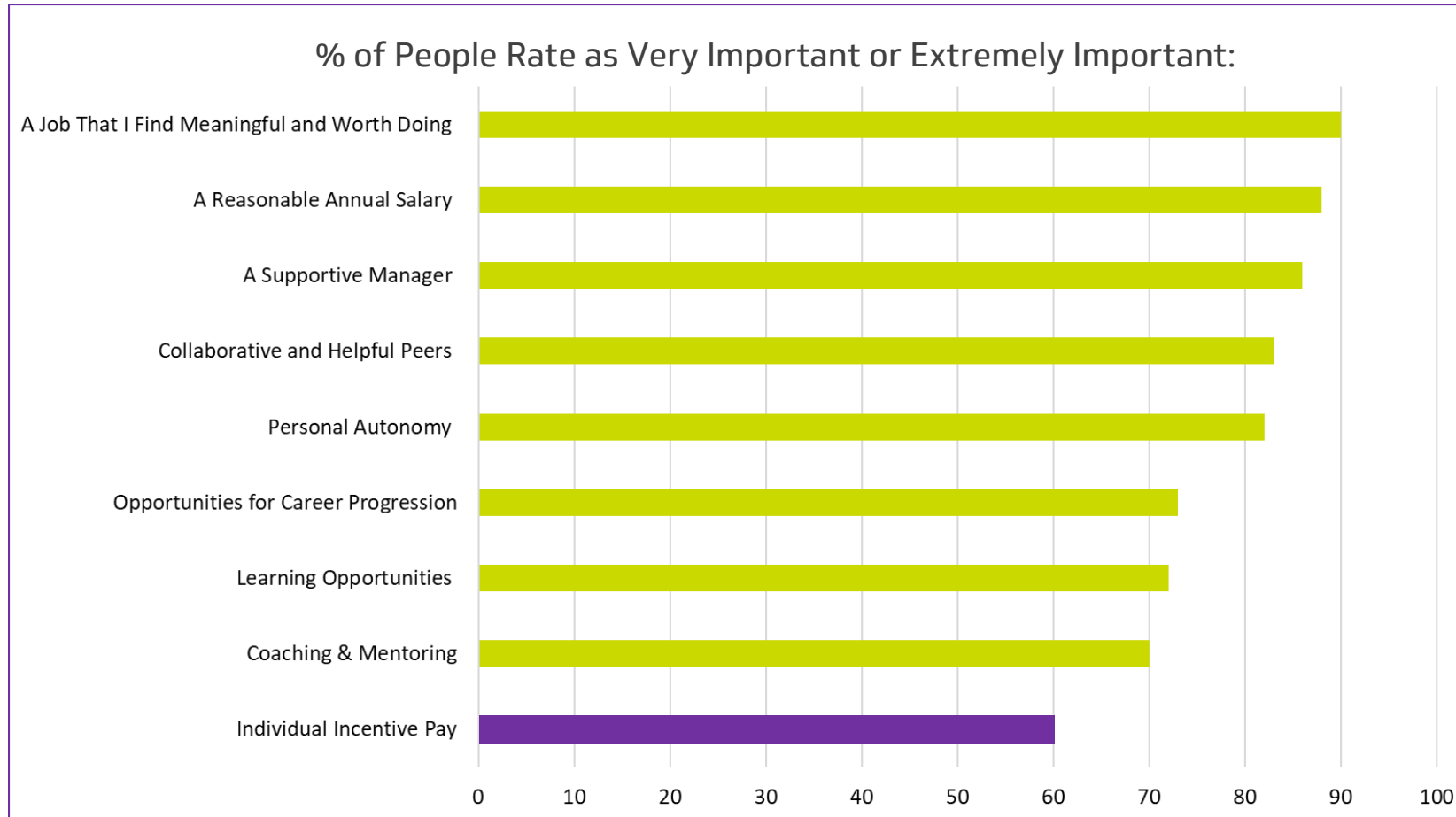
## **Safety**

...security of body, of employment, of resources, of morality, of the family, of health, of property.

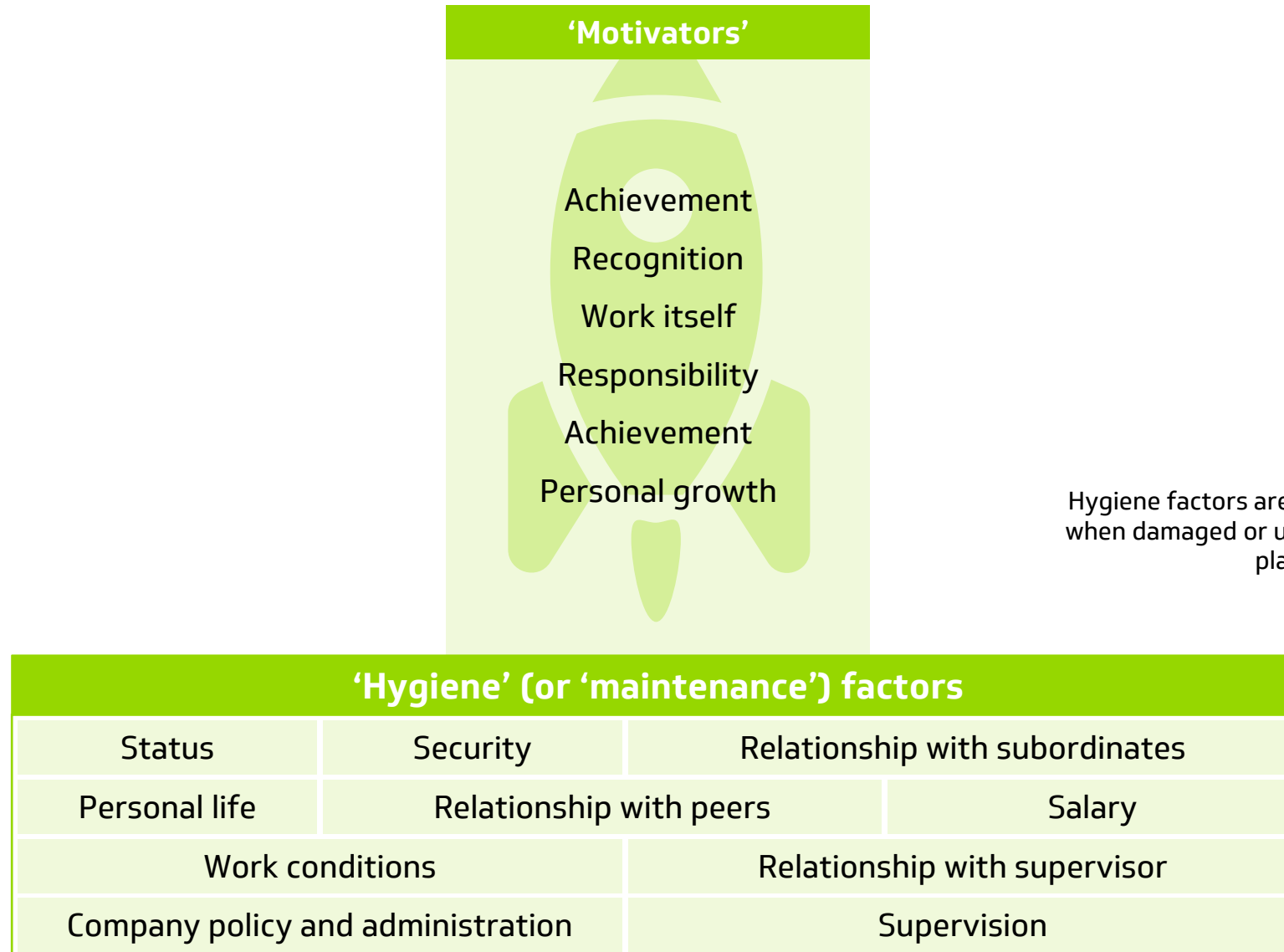
## **Physiological**

...beathing, food, water, sex, sleep, homeostasis, excretion

# 9 KEY MOTIVATORS



# HERZBERG'S MOTIVATORS AND HYGIENE FACTORS



Hygiene factors are merely a launch pad –  
when damaged or undermined we have no  
platform

# 8 DRIVERS OF MOTIVATION



1. A THING
2. AN EVENT
3. A PLACE
4. STATUS
5. RECOGNITION
6. A GIFT
7. A PERSON
8. A LEGACY

 **THERE WILL BE BREAKOUT ROOMS SHORTLY**

# THE 8 DRIVERS OF MOTIVATION



## 1. A THING

People are motivated by the ability to earn and/or pay for things like a car, a house, a watch, jewellery, a boat, etc.



## 2. AN EVENT

We get motivated by impending events such as weddings, graduations, births or just being in shape for summer.



## 3. A PLACE

Many times the vision of visiting a place will inspire us. This can include winning an incentive trip or taking our family on holiday.



## 4. STATUS

Status is another of the most powerful drivers, and, in this category, we include anything that elevates a person's opinion of their own self-worth, such as a promotion.



## 5. RECOGNITION

Is one of the quiet drivers of accomplishment. This is earning an awards such as Incentives, responsibilities on projects, Top salesperson.

## RECOGNITION – GALLUP / WORK HUMAN 2022

“ Only 26% of employees think they receive the same level of recognition as their peers. ”

**Employees who receive recognition only a few times a year or less from each of these sources are ...**



**5x**  
as likely to be actively disengaged



**74%**  
more likely to say they do not plan to be at their organization in one year



**27%**  
more likely to be struggling

“ 67% of leaders and 61% of managers say they give recognition a few times a week or more, versus 42% of individual contributors. ”

“ Comparatively, 40% of employees report receiving recognition only a few times a year or less from a manager, supervisor or other leader at their organization. ”



## HALL OF FAME

[illegible]



Le  
de TOUR  
France



## 6. A GIFT

This covers a range of areas from being able to pay for your child's schooling or making a donation to a favourite charity or institution.



## 7. A PERSON

Never underestimate the powerful force of earning another person's respect. Whether it's a dad, a boss, a peer, we are strangely motivated by the vision of earning someone else's 'great effort'.



## 8. A LEGACY

At some point, all of the above motivators seem to lose their appeal and people inevitably default to wanting their life to have counted for something. So, legacy becomes a key driver, which is simply doing something that makes a long-term impact on the business/world.

# EMOTIONAL BANK ACCOUNT



# EMOTIONAL BANK ACCOUNT

## 10 small ways to make big deposits in emotional bank accounts:

1. Write personal letters and handwritten notes.
2. Eat with individuals (not all the time, but regularly).
3. Help them with something important to them.
4. Remember their birthday - send a card.
5. Send them a good book out of the blue (one which is relevant to the things they want to focus on).
6. Help them feel good about themselves - teach them how to have good self-talk
7. Catch them doing things right
8. Always under-promise and over-deliver
9. Make them feel as if whatever they have going on is important (to them it is!)
10. Remember and use the 4 Pillars of Success

### 4 Pillars of Referability By Dan Sullivan - The Strategic Coach

- Be on time.
- Do what you say.
- Finish what you start.
- Say please and thank you.

# HOW TO PRAISE EFFECTIVELY

**1. ASK PERMISSION**

**2. LEVEL**

**3. BE SPECIFIC**

**4. HOW DOES IT MAKE YOU FEEL**

**5. PAUSE**

**6. SUPPORT ONGOING PERFORMANCE**

## IN SUMMARY



What motivates your people  
Motivators and Hygiene Factors  
Towards & Away motivation

8 Drivers of Motivation  
Emotional Bank account  
Effective Praise