

MAINTAINING MOTIVATION MOMENTUM



How to reignite and maintain your own career motivation and that of your clients/students.

WHERE ARE YOU NOW?

- ⦿ Are you still engaged in the work you do?
- ⦿ Are you energized at the thought of going to work each morning or are you counting the days until Friday?
- ⦿ Do you have a clear vision of where you want to go next or why you are still doing what you do now?

WHAT IS MOTIVATION?

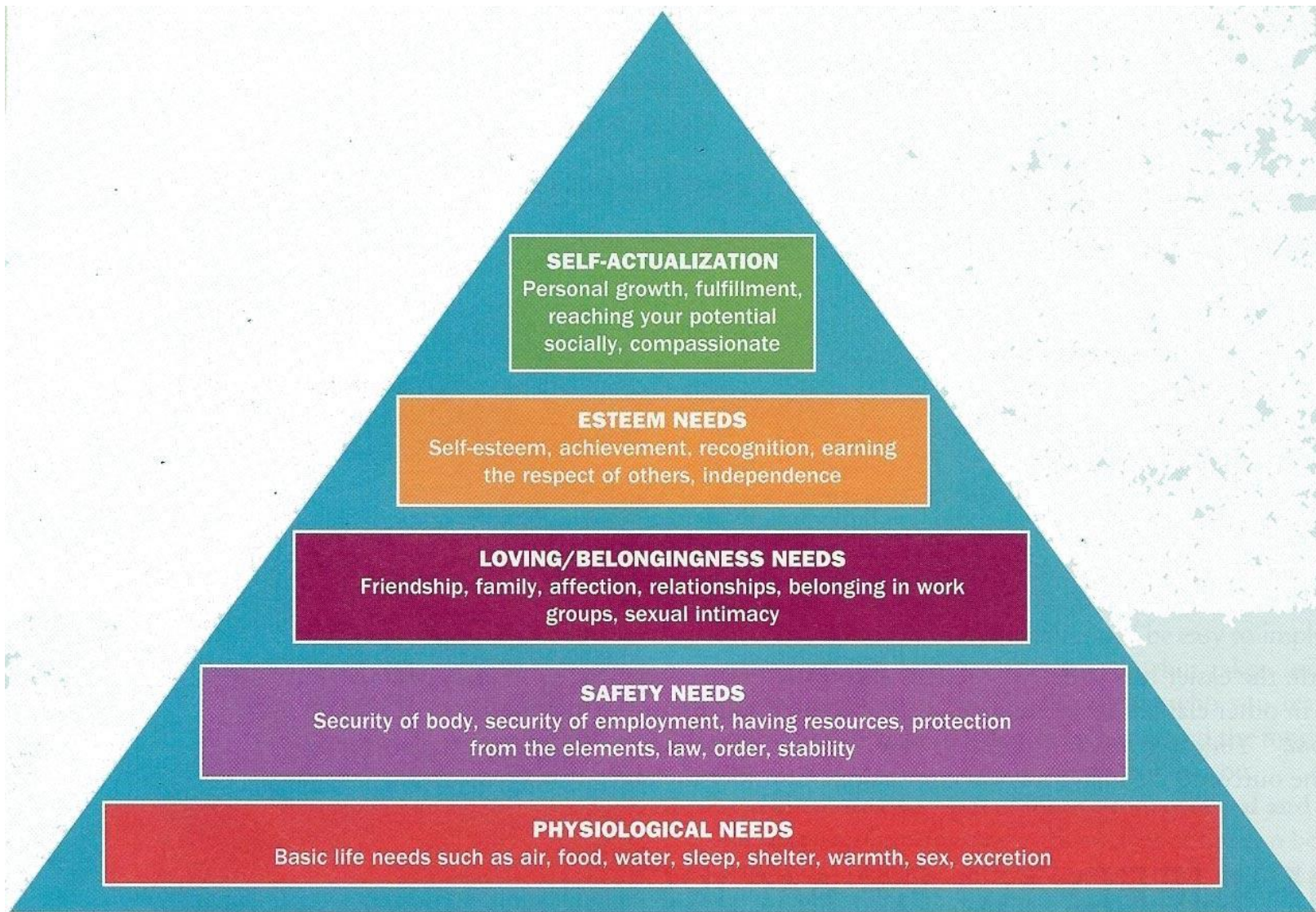
- “A set of factors that activate, direct, and maintain behavior, usually towards a goal.”

Visualizing Psychology 2nd Ed.

- Two Types

- External - belief that external forces or people are causing you to do something. You don't own it.
- Internal - Uniquely yours - internal energy - driving force because YOU own it! It's from the desire to be something, have something, to attain a goal or to solve a problem
- Convert EM to IM - from something you MUST do to find a job to something you WANT to do to reach your goal.

MASLOW'S MOTIVATION



MASLOW'S MOTIVATION



Personal
Competence

Purpose

Belonging

Identity

Security

12 ELEMENTS OF ENGAGEMENT

GREAT MANAGEMENT...

ENGAGES EMPLOYEES

Q12. Opportunities to Learn and Grow →

Q11. Talk About Progress →

Q10. Best Friend at Work →

Q09. Commitment to Quality Work →

Q08. Connection to the Company Mission →

Q07 Opinion Counts →

Q06. Someone at work Encourages Development →

Q05. Someone at Work Cares →

Q04. Recognition and Praise →

Q03. Opportunity to Do Best →

Q02. Materials and Equipment →

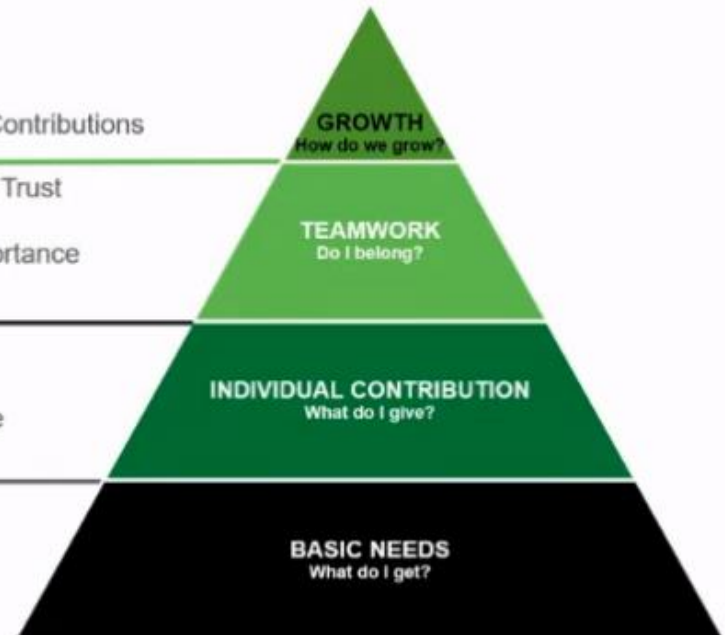
Q01. Knowing What's expected →

Challenge Me
Help Me Review My Contributions

Help Me Build Mutual Trust
Help Me Feel Proud
Help Me See My Importance
Hear Me

Help me Grow
Care about me
Help me see my value
Know Me

Free me from stress
Focus Me



THE 3 “C”S OF JOB SEARCH MOTIVATION

- Clarity

“Know Thyself”

- Commitment

“Choose a Path and Commit to it...at least for now”

- Change

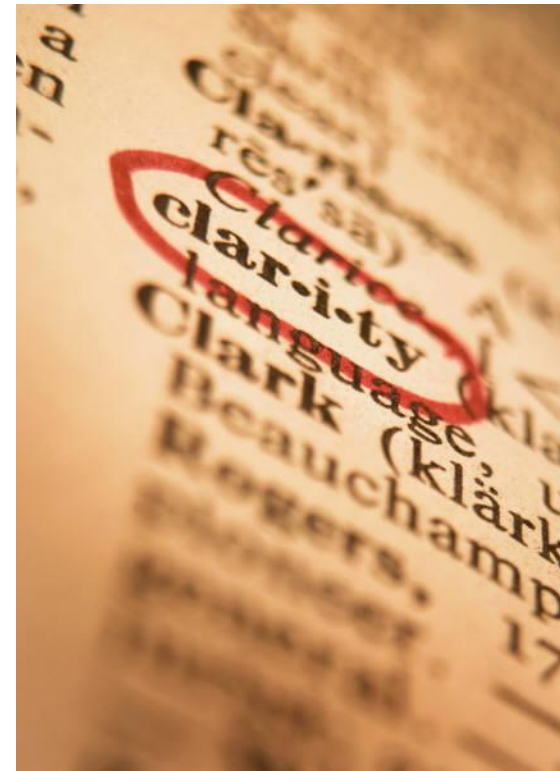
“Start moving forward and track your progress”

CLARITY MOTIVATES

- What are you good at?

Transferable Skills
Job Skills
Talents
Abilities

- Make a list of all those you can think of.
- Sort them by Skillset.



CLARITY - DREAMSCAPE

- ◉ What are you passionate about?
 - ◉ What did you want to be as a child?
 - ◉ What's your dream job?
 - ◉ If you can have any life you want...
 - what would it truly look like?
 - Who would be in the picture?
 - Where would you be living?
 - What would your environment look like?
 - What “things” would you have?
- If money was no object, how would you spend most of your time each week?

CLARITY - ACTIVITY

- “What would you attempt to do if you knew you could not fail?” Dr. Robert Schuller
 - List 5 things you would do.
- Do you have trouble listing 5 things? Why?
- Choose one of the things on your list.
 - Why are you not doing it?
 - What joy or happiness would it bring to your life?
 - How would doing it aid your self-esteem?
- List 5 ways you could begin doing it either by yourself or with someone else.

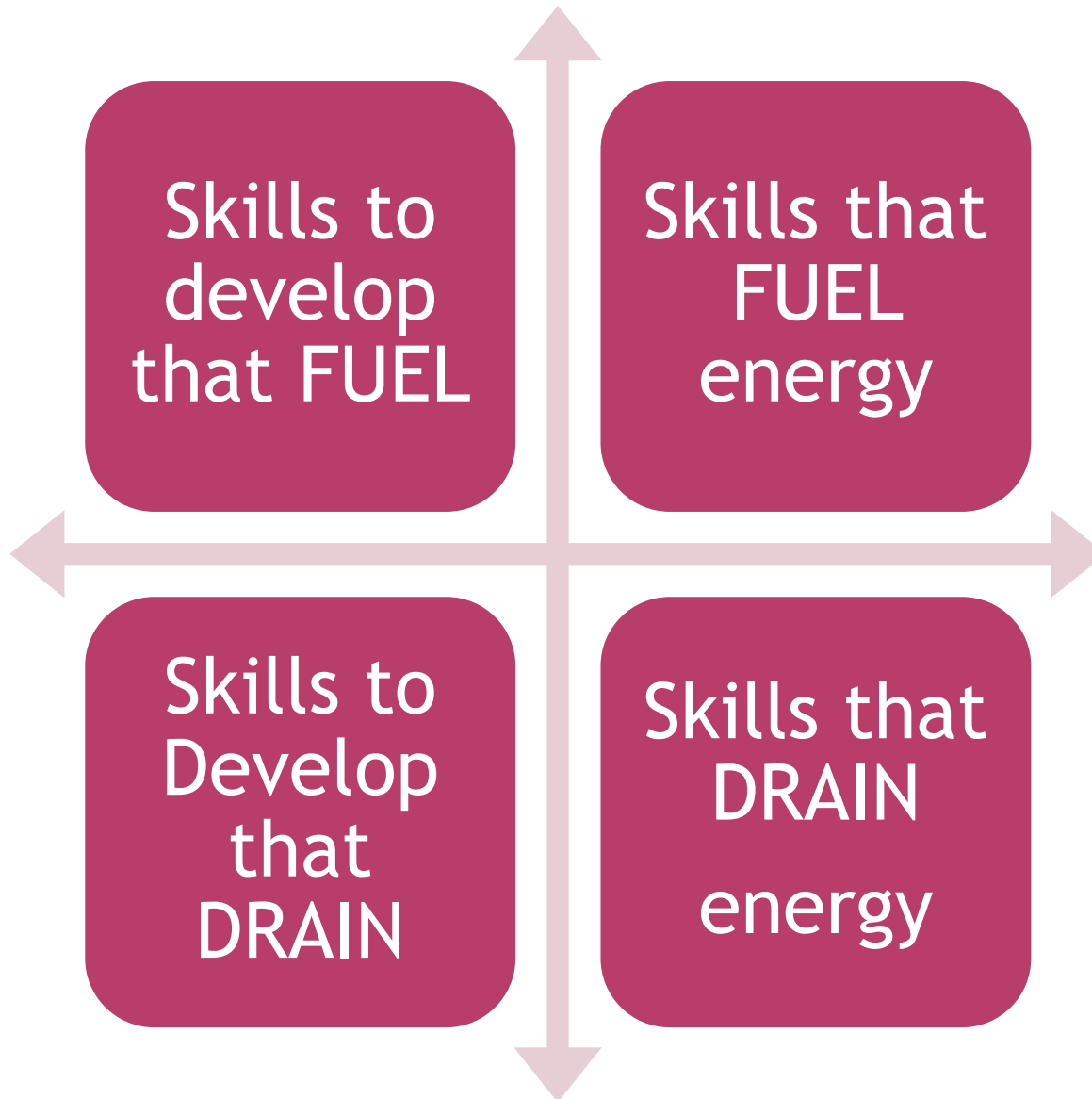
CLARITY

- What are your strengths and weaknesses?
 - Use Discovery Assessments
 - MBTI or Keirsey.com
 - Strong Interests
 - Oneonline
 - **CliftonStrengths**
 - Meet with a Career Coach to prepare a resume or drill into strengths
 - What fuels you vs drains you?
 - When are you at your best?
 - When are you at your worst?

CLARITY

- What careers are a good match for your values, abilities and interests?
 - Explore Careers
 - bls.gov/oco
 - onetonline.org
 - Career center and library career books
 - Informational interviews
 - Job Shadowing
 - Internships
 - Can you get started now or do you need additional training or experience?
 - How can you get the training and/or experience?

ENERGY MATRIX



CLARITY - MISSION STATEMENT

- ◉ Creating a Personal Mission Statement can help you to further clarify your findings in a tangible way.

A Mission Statement

- is a handwritten or typed-out paragraph
- is posted someplace you can see it regularly
- is committed to memory
- has specific, measurable outcomes
- has a deadline

- What: The change you want to create.
- Who: Specific audience you want to help
- How: 1-3 Core Strategies of how you'll do it
- Why: Why is this important to you?

- <https://www.nightingale.com/personal-mission-statement/>

COMMITTMENT

“Be like a postage stamp. Stick to one thing until you get there.” Samuel Johnson



COMMITMENT MOTIVATES

- ◉ You need to make a commitment in order to begin to move forward.
- ◉ A goal well chosen will save you time, energy, and often money, in the long run.
- ◉ Choose a broad or narrow career path and design a plan to get there (or to at least head in the general direction).
- ◉ A path well chosen will at the very least get you to the general vicinity of your destination and you can re-focus and re-direct yourself along the way.

COMMITMENT - GOAL SETTING

How does goal setting help your motivation?

1. Encourages more positive and less negative activity
2. Intensifies energy and effort
3. Increases persistence or devotion to a task.
4. Indirectly affects focus on solutions utilizing existing knowledge and skills.

Locke and Latham

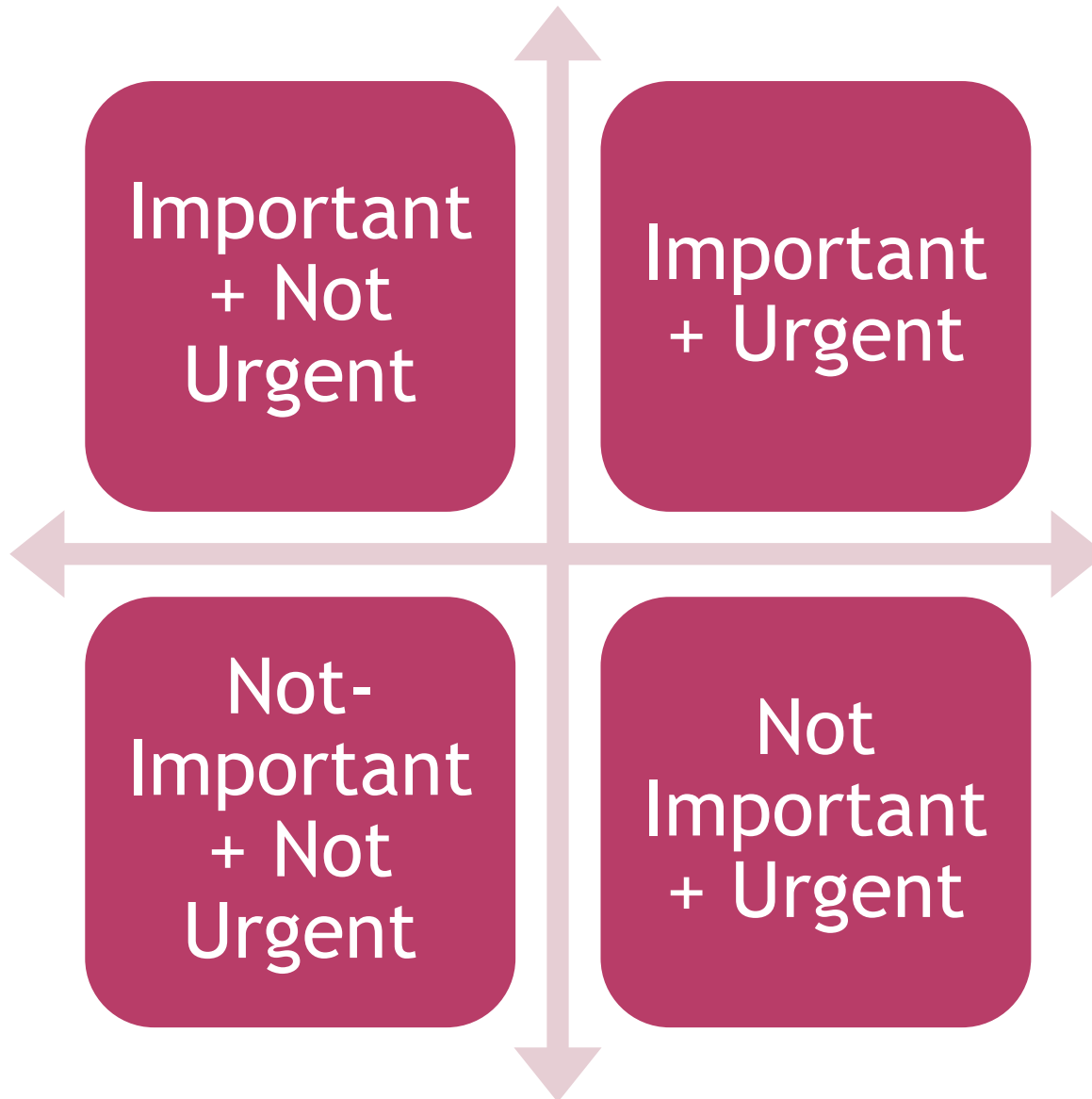
COMMITMENT - GOAL-SETTING



- Prioritize your goals and refer to them often
 - Ask yourself, “Will this action move me towards my top goal or priority?”
 - Write them down, post them and carry them
 - Use a Priority Matrix

- Attack your goal of finding a job from many different approaches until you reach your goal
 - “If you always do what you always did then you’ll always get what you always got.” Unknown
(How to Stay Motivated Handout)

PRIORITY MATRIX



COMMITMENT - TIME MANAGEMENT

“Spend your time wisely, you can never get it back once you’ve spent it.”

- ⦿ Prioritizing ensures you don’t set too many goals
- ⦿ Plan out your weekly schedule to ensure that you spend your time wisely
 - Don’t forget time to sleep, commute and relax.
 - Every hour should have a name
 - 80/20 Rule
 - 3 To Dos and Nightly Reflections

CHANGE MOTIVATES

“You cannot change your destination overnight, but you can change your direction overnight.” Jim Rohn



CHANGE - YOUR ACTIONS

- It's not enough to create goals... you must take steps to move towards them.
- Decide that finding a job IS your job.
 - Guerilla Job Hunting = 6 hours x 5 days
- **Track your progress!!!!**
 - Job search efforts
 - Contacts, Applications, follow-up, network connections, job fairs, associations, interviews
 - Job Search Website user names and passwords

CHANGE - YOUR PERSPECTIVE

- ◉ A main determinant in whether you reach your goals is whether or not you believe you can reach them.
- ◉ STOP any negative or unproductive thoughts that get in your way and replace them with your positive realities
- ◉ Garbage in = Garbage Out
- ◉ Use adversity for success and growth
- ◉ Make excellence a habit!



FINAL THOUGHT...



The moment you begin taking daily action, your motivation begins to grow and propels you toward achieving the life of your design.

THANK YOU FOR ATTENDING.

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