

## Motivation at Work

### Self Motivation at Work

Self-motivation is a power that drives us to keep moving ahead. It encourages continuous learning and success, whatever be the scenario. Self-motivation is a primary means of realizing our goals and progressing. It is basically related to our inventiveness in setting dynamic goals for ourselves, and our faith that we possess the required skills and competencies for achieving those challenging goals. We often feel the need for self-motivation.

Following are the **ways/techniques for self-motivation:**

- **Communicate and talk to get motivated:** Communicating with someone can boost up your energy and make you go on track. Talk with optimistic and motivated individuals. They can be your colleagues, friends, wife, or any one with whom you can share your ideas.
- **Remain optimistic:** When facing hurdles; we always make efforts to find how to overcome them. Also, one should understand the good in bad.
- **Discover your interest area:** If you lack interest in current task, you should not proceed and continue with it. If an individual has no interest in the task, but if it is essential to perform, he should correlate it with a bigger ultimate goal.
- **Monitor and record your success:** Maintain a success bar for the assignments you are currently working on. When you observe any progress, you will obviously want to foster it.



- **Uplift energy level:** Energy is very essential for self-motivation. Do regular exercises. Have proper sleep. Have tea/coffee during breaks to refresh you.



- **Assist, support and motivate others:** Discuss and share your views and ideas with your friends and peers and assist them in getting motivated. When we observe others performing good, it will keep us motivated too. Invite feedback from others on your achievements.
- **Encourage learning:** Always encourage learning. Read and grasp the logic and gist of the reading. Learning makes an individual more confident in commencing new assignments.
- **Break your bigger goals into smaller goals:** Set a short time deadline for each smaller goal so as to achieve bigger goal on time.

## Team Motivation - Tips for Motivating Team

A group heading towards a common objective will perform best when it is motivated as a team. Team motivation is determined by how well the team members' needs and requirements are met by the team.

**Some tips for effective team motivation are as follows:**

- The team's objective should well align and synchronize with the team members needs and requirements.
- Give in written the team's mission and ensure that all understand it (as mission is a foundation based on which the team performs).
- For maintaining motivation, the team should be given challenges (which must be difficult but achievable) consistently.
- Giving a team responsibility accompanied by authority can also be a good motivator for the team to perform.



- The team should be provided with growth opportunities. The team's motivation level is high when the team members feel that they are being promoted, their skills and competencies are being enhanced, and they are learning new things consistently.
- Effective and true leaders can develop environment for the team to motivate itself. They provide spur for self- actualization behaviors of team members.
- Devote quality/productive time to your team. Have an optimistic and good relation with your team members. This will make you more acquainted with them and you can get knowledge of how well they are performing their job. Welcome their views and ideas as they may be fruitful and it will also boost their morale.
- Motivation is all about empowerment. The skills and competencies of the team members should be fully utilized. Empowering the team members makes them accountable for their own actions.
- Provide feedback to the team consistently. Become their mentor. Give the team recognition for good and outstanding performance. Give the team a constructive and not negative feedback.
- Discover and offset the factors which discourage team spirit such as too many conflicts, lethargy, team members' escape from responsibilities, lack of job satisfaction, etc.



**Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time..**