

SKILL BOOSTER 5: STAYING MOTIVATED



REIGNITE DEVELOPMENT
Reflect, Refocus, Results

Why is it important?

Motivation is essential to accomplish any task and to be happy in your work. When things are going well, it's easy to meet the challenges of a working day as well as find new ways to enjoy work. But motivation can be dented by a variety of situations and negative forces, including relationships, conflict, lack of responsibility, lack of teamwork or praise.

Where do I start?

Knowing exactly what your goals are and believing they are worthwhile is a key step towards getting yourself motivated.

Another idea is to think about all the things that happen when you have a good day and how can you look to have more of these positive experiences.

For goal setting – make sure they are clearly defined, write them down, set realistic deadlines and make a commitment to achieving them. If it is a long-term plan, break it down into short – or medium-term goals, which can be measured in weeks or months.

Trust in your abilities

Highly-motivated individuals are positive and undeterred by failure or being rejected for a role/task or project. These people typically view setbacks as an opportunity to learn and improve, they often don't even use the words 'failure'.

Have the confidence to make an honest assessment of your current areas for development following a setback and take responsibility for updating your skills.

To help maintain a positive outlook, think back to previous accomplishments for confirmation that you can succeed. Don't forget that if you've experienced a run of setbacks, it's far more motivational to direct attention to what you intend to achieve, rather than dwelling on the past.

Seek help if you need it

Remaining motivated at all times and on a daily basis can be a tall order even for the most committed of managers or team players.

Work overload, poor communication as well as a lack of regular feedback can all help to kill off motivation. If you feel overwhelmed by your volume of work, talk to your manager about what some of the solutions might be. If you don't get regular 121 time or feedback from your manager – assert yourself and ask for it.

Harness outside energies

An important aspect of staying motivated and fulfilled is to look after yourself both inside and outside of work. Outside of work, are you creating enough opportunities to see friends/family or perhaps take part in hobbies or activities?

The desire to win at sport and team events can spur on individuals to raise their game. If you're heavily committed to a sport, try to bring some of that mindset into play in your workplace.

Keep your job interesting

Whilst this might not always be easy or possible – is there an opportunity to talk to your line manager about learning a new skill or new task? Can you identify some great ideas to improve a process or procedure?

If you only do five things...

1. Set specific goals and deadlines
2. Have confidence in your abilities
3. Be prepared to adjust your sights as motivating forces change
4. Don't take setbacks personally and learn from them
5. Do everything you can to make your present job more interesting