

Leadership Bites: Self Motivation

LEADERSHIP LEARNING IN 20 MINUTES



Leadership Academy

South East

Introduction

The energy within us that dictates how we behave can be split into five key “drivers”. They are called drivers to indicate the driven/compulsive quality they have, particularly when we’re under pressure, and are based on the work of Taibi Kahler. Drivers are both an attempt to gain appropriate recognition from others and a programmed response based on key people from our youth/past which is why they can have an influence on what motivates us.

Drivers show themselves in our strengths and our weaknesses - often the positive and negative sides of the same driver(s). We therefore need to understand what drives us so that we can look at using this information to help motivate ourselves and our people. The five key drivers have accurate descriptive names; they are:

Hurry up	As the name implies the ‘Hurry Up’ driver enjoys hurrying up! They like working quickly and dealing with large workloads in a short time. In fact, they really only respond to short deadlines. If you give someone with a ‘Hurry Up’ driver too much time they’ll often leave a task (consciously or unconsciously) until such time as it becomes urgent, and then do it. In this way they become motivated and energised. Equally the ‘Hurry Up’ driver can be perceived as impatient and a poor listener. ‘Hurry up drivers enjoy doing things in the quickest possible time, and will actually seek to speed up tasks by cutting corners where they can, such as cutting down on inessentials like preparation. However, this desire for speed (or time efficiency) can lead to mistakes and errors being made.
Be perfect	In contrast to the ‘Hurry Up’ drivers the ‘Be Perfect’ drivers cannot tolerate errors or mistakes. It’s vital to them to get things right first time. In order to do things perfectly the ‘Be Perfect’ drivers are often good planners and co-ordinators. ‘Be Perfect’ drivers can also allow tasks to overrun, as they keep at tasks until they’re perfect. Unfortunately, the ‘Be Perfect’ drivers also don’t have much faith in the ability of others to do an acceptable job, so as line managers they often are poor delegators.
Please people	Those with a predominant ‘Please People’ driver, like other people; they seek to please them and even to anticipate their needs and meet them. ‘Please People’ drivers are: understanding; intuitive; empathetic and considerate of others. It’s also important for ‘Please People’ drivers that they receive other peoples’ approval. ‘Please People’ Drivers seek harmony, and don’t like upsetting others, and for these reasons they can be reluctant to challenge or question others or to give them negative feedback. As a result of their reluctance to say no ‘Please People’ drivers are regarded as unassertive.
Try hard	The ‘Try Hard’ drivers are motivated individuals who are recognised as problem solvers. They frequently volunteer for tasks particularly when they are new or interesting. However, as the ‘Try Hard’ driver nears completion of a task they lose energy and motivation and can easily be distracted. As the ‘Try Hard’ driver investigates or carries out a task it can grow as they discover new and distracting aspects of it.
Be strong	The ‘Be Strong’ drivers are great copers, particularly in a crisis. The ‘Be Strong’ driver is emotionally detached and is frequently perceived as very reliable but unemotional. As a manager the ‘Be Strong’ driver is frequently seen as ‘firm but fair’. The ‘Be Strong’ drivers don’t like having weaknesses and tend to disguise them. ‘Be Strong’ drivers dislike asking for help.

Give it a go...

Now that you have information and insight into personal motivation, reflect on your own style:

1. Which driver reflects you best?
2. What gives you energy and what drains your energy?
3. Describe a time when you showed your best self. How did it feel?

Four steps to motivate yourself

- Become more self-aware – what motivates you and what frustrates you?
- Identify what is within your control – focus on what you can influence
- Formulate an action plan – what do you want to achieve, by when and how?
- Check back to see whether your action plans are working – measure your progress

Tips for self-motivation

Visualise: What is it that you want to be doing in the future? What do you want to get out of your job or your home life? Spend a few moments picturing what it is that you want. Imagine what people will be saying to you and the success you'll be enjoying. Soak up the atmosphere around you.

Place motivators in your home or office: Make sure you've got a sign, pictures or notes that remind you of your motivators. These will filter into your subconscious mind and help to keep you on track.

Educate yourself: Learn, read, watch, talk about and listen to everything you can about your personal dream. What is available on the intranet to help? What books are available? Talk to your learning buddy or others inside or out of work.

Find a role model: Find out who is doing what you'd like to be able to do and ask for their support. You won't have to re-invent the wheel when you can follow the example of someone you respect. Ask them how they do what you want to be able to do. Most people will be flattered to be asked.

Read motivational quotes: There are thousands of quotes or poems in books or on the internet that inspire or motivate or maybe even get us to stop for a minute and question how we're running our lives.

Use start dates and deadlines: Procrastination is deadly to achieving what you want to achieve. You can always say 'I'll do it tomorrow' but tomorrow never comes. Use a start date and use step by step planning to ensure deadlines are met.

WIIFM (What's In It For Me?): Think about what the benefits to you would be of making changes, thinking differently. List them down and keep note. Every time you find it hard, remind yourself of the list and why you are doing what you're doing.

Think about who you choose to spend time with: We can't choose our colleagues, but we can choose who we spend time within our own time – whether in or out of work. The company we keep will affect our own attitudes. Being surrounded with negative attitudes will rub off on you. You can choose whether or not you want to join in with gossip or negative conversations.

Creating a positive attitude

Put things in perspective: Nine times out of ten, the daily problems we encounter are not really that important when we look at life as a whole. Compare your difficulty with someone who you know has overcome a major hurdle in their lives. How did they go about it? How does your problem compare with theirs?

Have something to look forward to: People love to look forward to things. Perhaps you have a special occasion coming up, a friend you haven't seen for a while is coming to visit, or maybe even you're expecting something in the post? Keeping these in mind will give you something to stay excited about.

Help others: There is no better way to help you forget your worries than to help someone else out with theirs. When you take your focus off yourself, your attitude is likely to increase dramatically

Remember what you've achieved: Think for second ... if someone asked you right now what your top 5 successes were, could you tell them? The fact of the matter is, very few people are used to talking about their achievements in life, and so they often get forgotten. All of us have achieved things in our life – goals at work, overcoming an obstacle in our path or in our lives at home. Keep a diary, file or scrapbook containing the things that you've achieved in it. You don't need to show it to anyone else, but it will always be a reminder to you of your personal successes.

Talk with a positive friend or colleague: Talking things out can help you see the good in any situation. Call a friend to talk through your day or just chat about anything. A positive attitude from others can really help you to lift your own.

Further learning ...

For further information and learning, as well as suggested activities, feel free to visit the People.NHS.uk website or our [South East Leadership Academy site](#).



Time to reflect...

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Take some time to note down your thoughts on what you've learned;

What resonated?

What has made you curious?

What small changes could you make to start having an impact differently and quickly?

What might you need to share with your team, and commit to 'testing and learning' together?

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