

Motivating Your Team...and Yourself  
with Passion & Purpose

Alaska State SHRM Conference  
September 24, 2015



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Motivation

n. the reason, or reasons, one has for acting or behaving in a particular way...

the general desire or willingness of someone to do something.

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We are HR!

- Expertise/Knowledge
- Relationship Management
- Consultation
- Leadership & Navigation
- Communication
- Global & Cultural Effectiveness
- Ethical Practice
- Critical Evaluation
- Business Acumen

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## Passion:

n. a strong feeling of enthusiasm or excitement for something, or about doing something

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What are YOU passionate about?



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## List Your Three Passions

- ❖ People, pets, animals?
- ❖ Places, travel, exploration?
- ❖ Things (i.e., hobbies, activities, etc.)?

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## Motivation @ Work

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### Workplace Myths

**“There are employees who are just not motivated!”**  
**“Managers can motivate people.”**  
**“Money is a good motivator.”**  
**“Fear is a good motivator.”**  
**““Smart” employees don’t need to be motivated.”**  
**“Happy workers are productive workers.”**

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### Theories of Motivation

*Douglas McGregor's Theory X & Y*  
*Abraham Maslow's Hierarchy of Needs*  
*Herzberg's Theory of Motivation*  
*Barbuto and Scholl*

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### What Truly Motivates Employees?

- ❖Autonomy
- ❖Mastery
- ❖Purpose

- Daniel Pink, "Drive", 2009

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### What Truly Motivates Employees?

- ❖Positivity
- ❖Choice
- ❖Reflection

- Marvin Marshall, Quality Digest, 2010

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## Make Their Day...

- Make others happy
- Make a difference
- Love your job – it will show
- Give each customer, co-worker a "gift" they will remember



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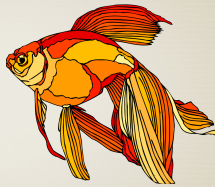
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## Be There

- Bring your *whole self*
- Totally focus on each person
- Listen deeply to words and underlying feelings
- Be here and now, doing what you need to do



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## Choose Your Attitude

- Choose your attitude the minute you wake up
- Roll with the challenges of the day
- Look for reasons to smile
- Accept full responsibility for your mood
- You will find what you are looking for...



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Today's Key Message

*You are your own best  
motivator!*

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## THANKS !

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