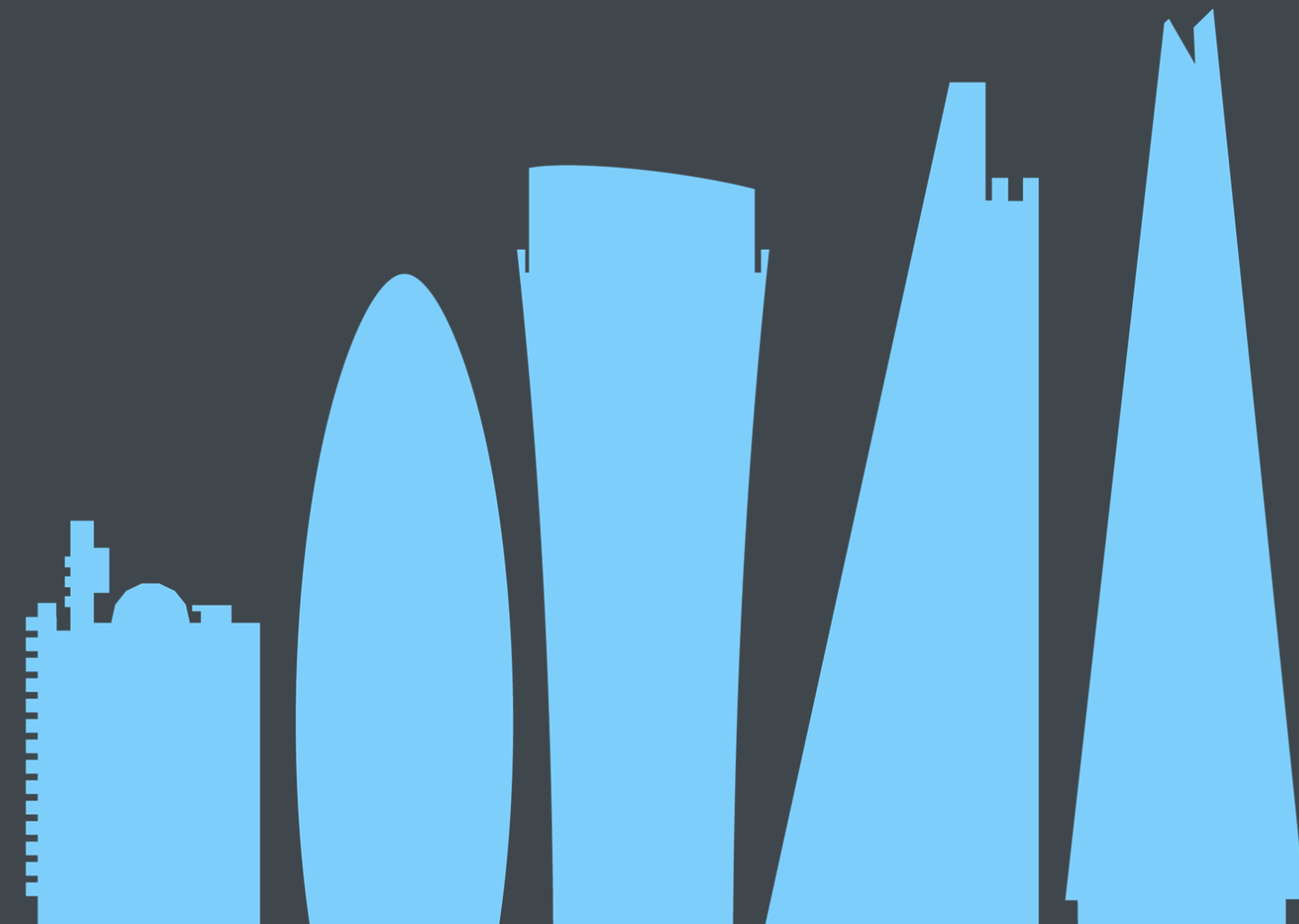


MAINTAINING MOTIVATION

EMPOWER
DEVELOPMENT

Samantha Ridgewell

ACII, CIPD,
ILM Level 5 Coaching & Mentoring



Course Outline

Focusing on
what we can
control

Motivation
drivers

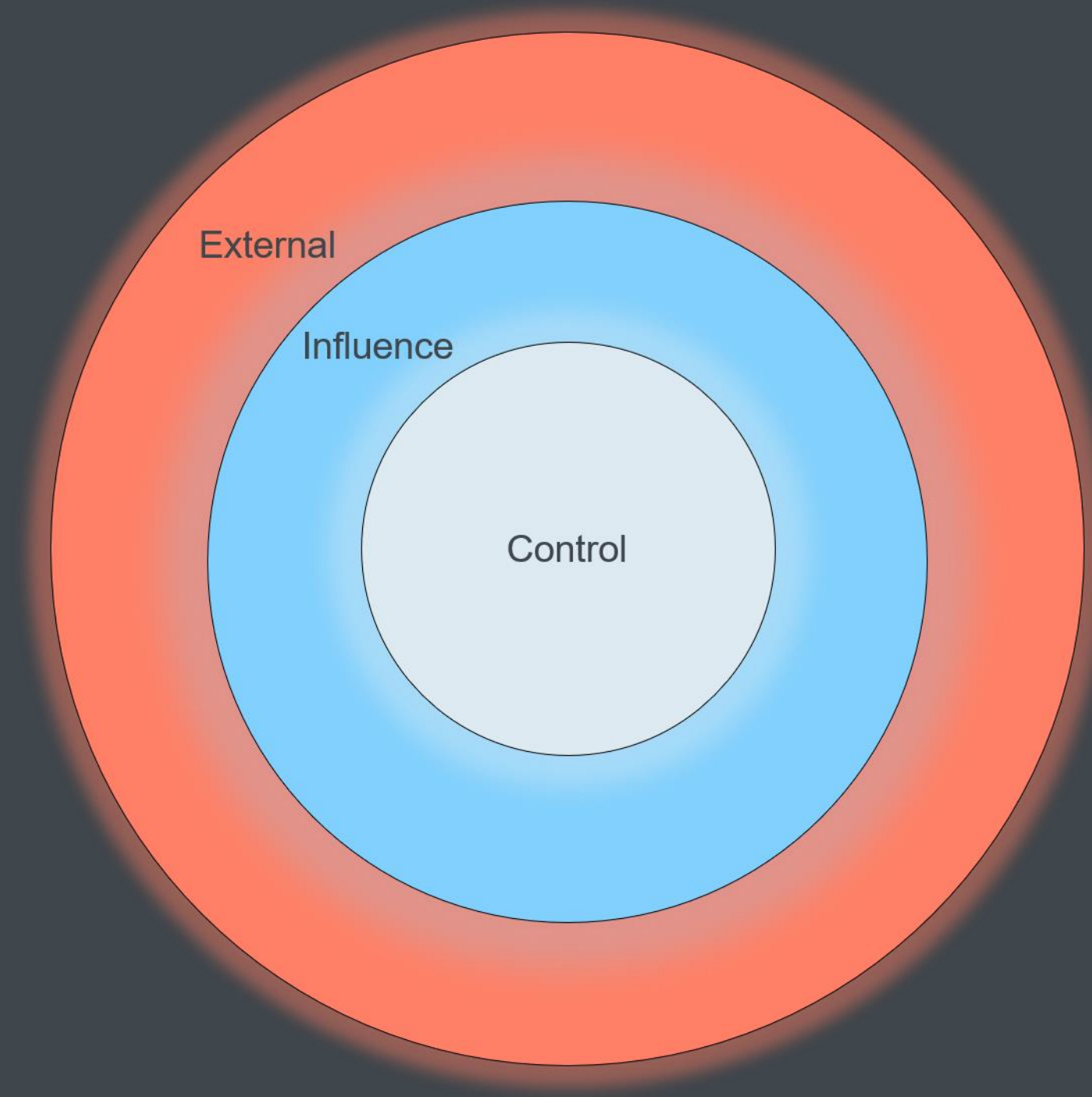
Finding
your
balance

Pomodoro
technique

Practical
tips

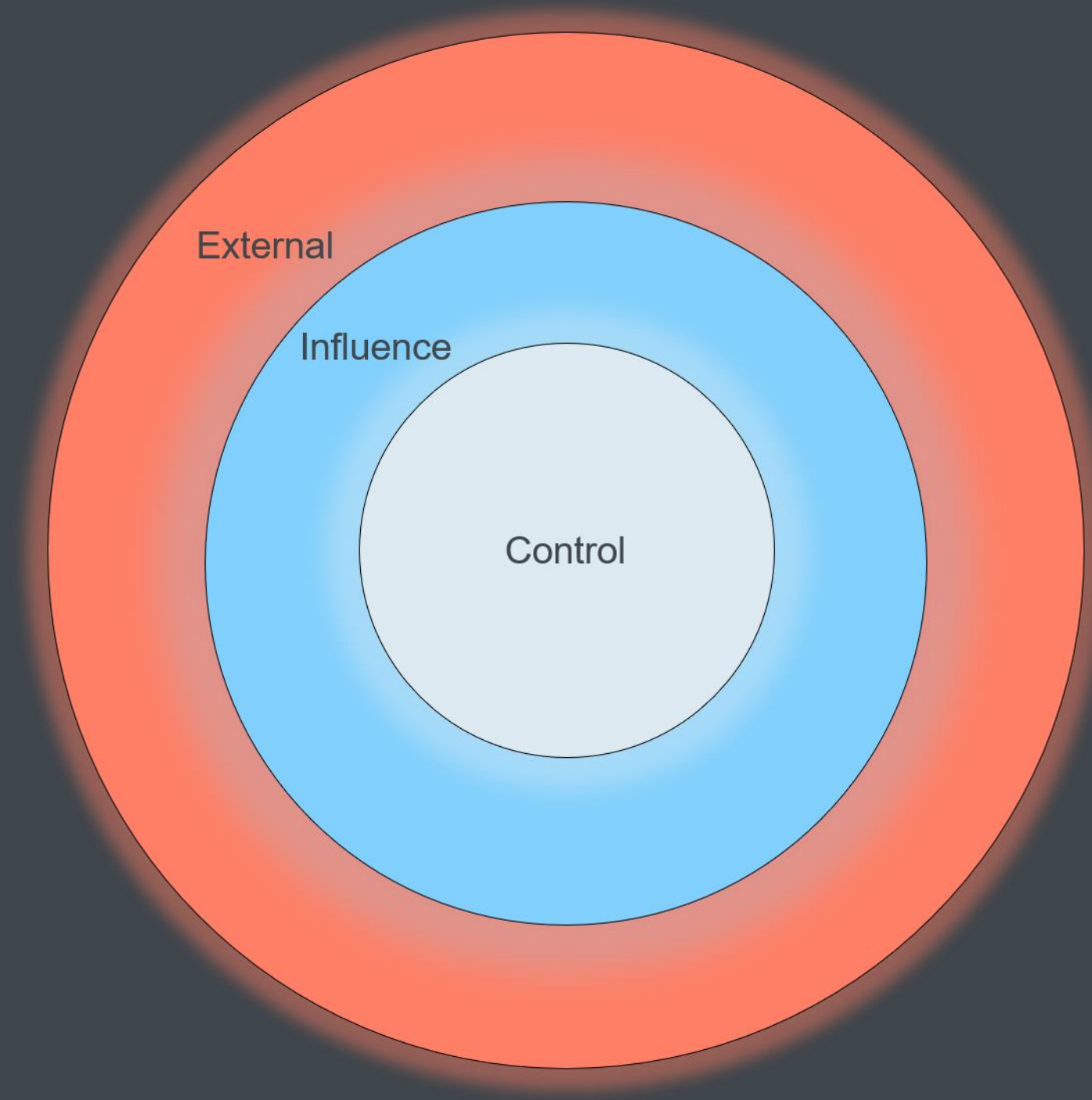
EMPOWER
DEVELOPMENT





Stephen Covey, Circle of Control

EMPOWER
DEVELOPMENT



Circle of Control

Acceptance

Influence

Control

Drivers	Description	Notes
Drive to Acquire	Drive for recognition and gaining status or physical goods.	
Drive to Bond	Drive to form relationships and engage with others.	
Drive to Learn	Drive to satisfy curiosity and resolve conflicting information.	
Drive to Defend	The need to protect ourselves. Fight or flight.	

Stephen Covey, Circle of Control

Motivational Drivers

Driver	Description	Examples
Drive to acquire	Drive for recognition and gaining status or physical goods.	Set yourself objectives and targets Ask for feedback
Drive to bond	Drive to form relationships and engage with others.	Schedule communication Keep in touch with clients
Drive to learn	Drive to satisfy curiosity and resolve conflicting information.	Find opportunities to study Build podcasts and reading into your day
Drive to defend	The need to protect ourselves. Fight or flight.	Maintain your reputation Consider what you what to be known for

Motivational Drivers

Circle of Control

Acceptance

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MY ROUTINE

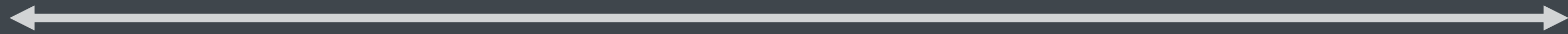
What is working for you?

What isn't working for you?

Finding my Balance

Office Routine

Homelife Routine



Maintain

- Time I wake up
- Breakfast routine
- Morning chat
- Bedtime
- Office set-up
- Networking

Flexible

- Wardrobe
- Exercise - *new*
- Book club - *new*
- Phone on loud
- Where I work
- Work hours

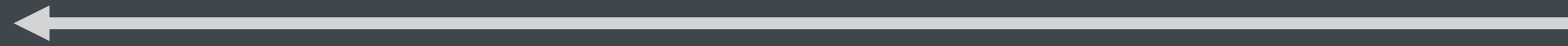
Maintain

- Lunch in the garden
- Playing with children
- Speaking to family
- Music in the background
- Diet

Time to wake up ** Exercise routine ** Dog walk ** Breakfast ** Coffee ** Morning chat
with colleagues ** Bedtime ** Work hours ** Phone on silent ** No work in the lounge
WardrobeDesk set up**TV**Reading** Learning ** Family time ** Diet ** Lunch break
** Networking ** Music **

Finding my Balance

Office Routine

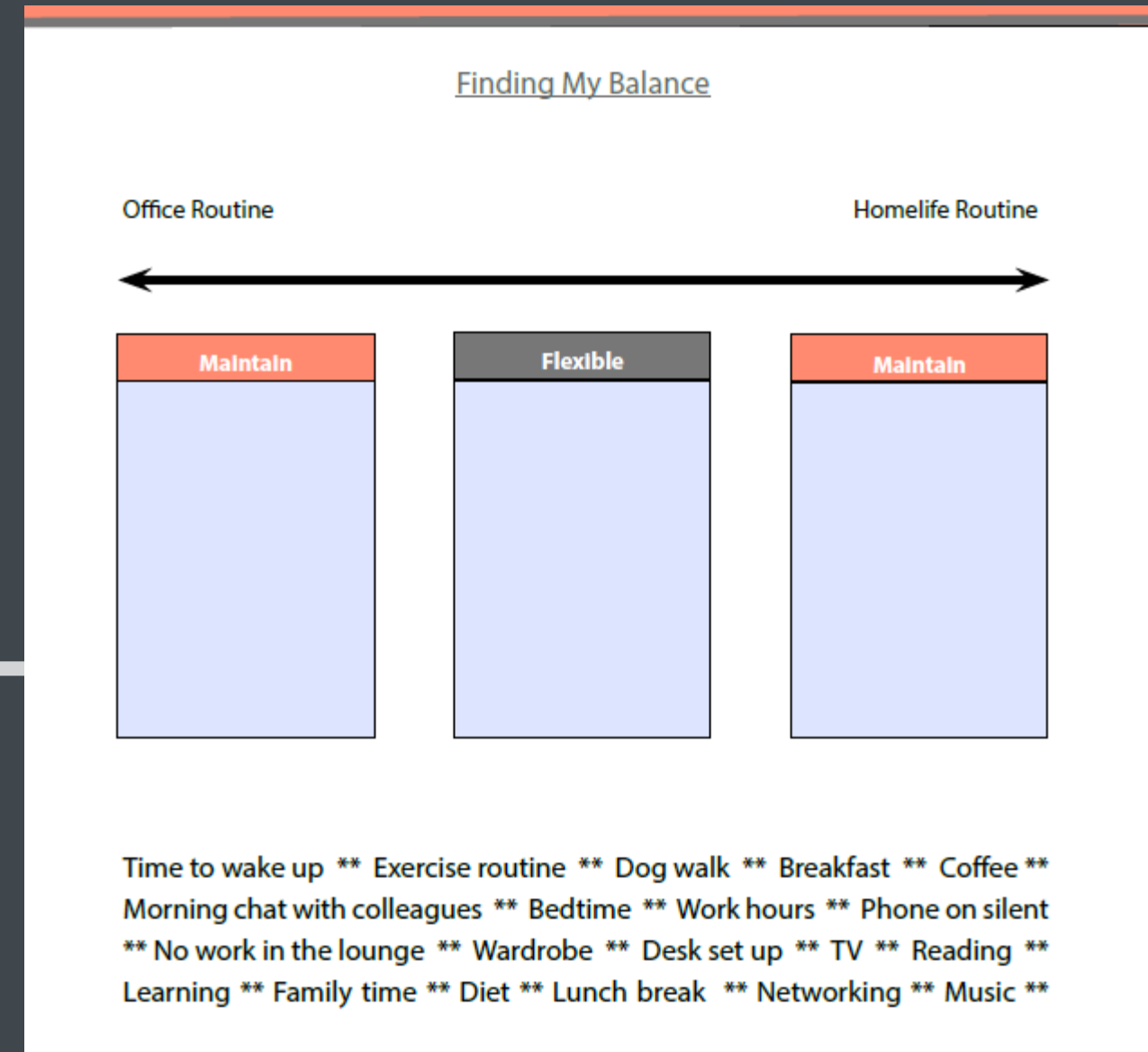


Maintain

- Time I wake up
- Breakfast routine
- Morning chat
- Bedtime
- Office set-up
- Networking

Flexible

- Wardrobe
- Exercise - *new*
- Book club - *new*
- Phone on loud
- Where I work
- Work hours



- Speaking to family
- Music in the background
- Diet

Time to wake up ** Exercise routine ** Dog walk ** Breakfast ** Coffee ** Morning chat with colleagues ** Bedtime ** Work hours ** Phone on silent ** No work in the lounge ** Wardrobe ** Desk set up ** TV ** Reading ** Learning ** Family time ** Diet ** Lunch break ** Networking ** Music **

Pomodoro Technique for Focus

1

Decide on
the task

2

Set timer for
25 min

3

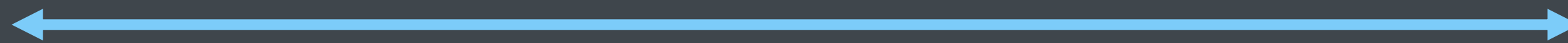
Work on
the task

4

Take a 5
min break

5

Take a
15-30 min
break



Repeat 5 times

Taking Control

<u>Taking Control</u>	
Set up a dedicated workstation	<input type="checkbox"/>
Vary your place of work	<input type="checkbox"/>
Move around	<input type="checkbox"/>
Stand up for phone calls	<input type="checkbox"/>
Take your daily exercise	<input type="checkbox"/>
Maintain a to-do-list	<input type="checkbox"/>
Plan your day the day before	<input type="checkbox"/>
Take regular breaks	<input type="checkbox"/>
Build in social conversation	<input type="checkbox"/>
'Delay send' if working out of hours	<input type="checkbox"/>

Questions



Stop
Start
Continue

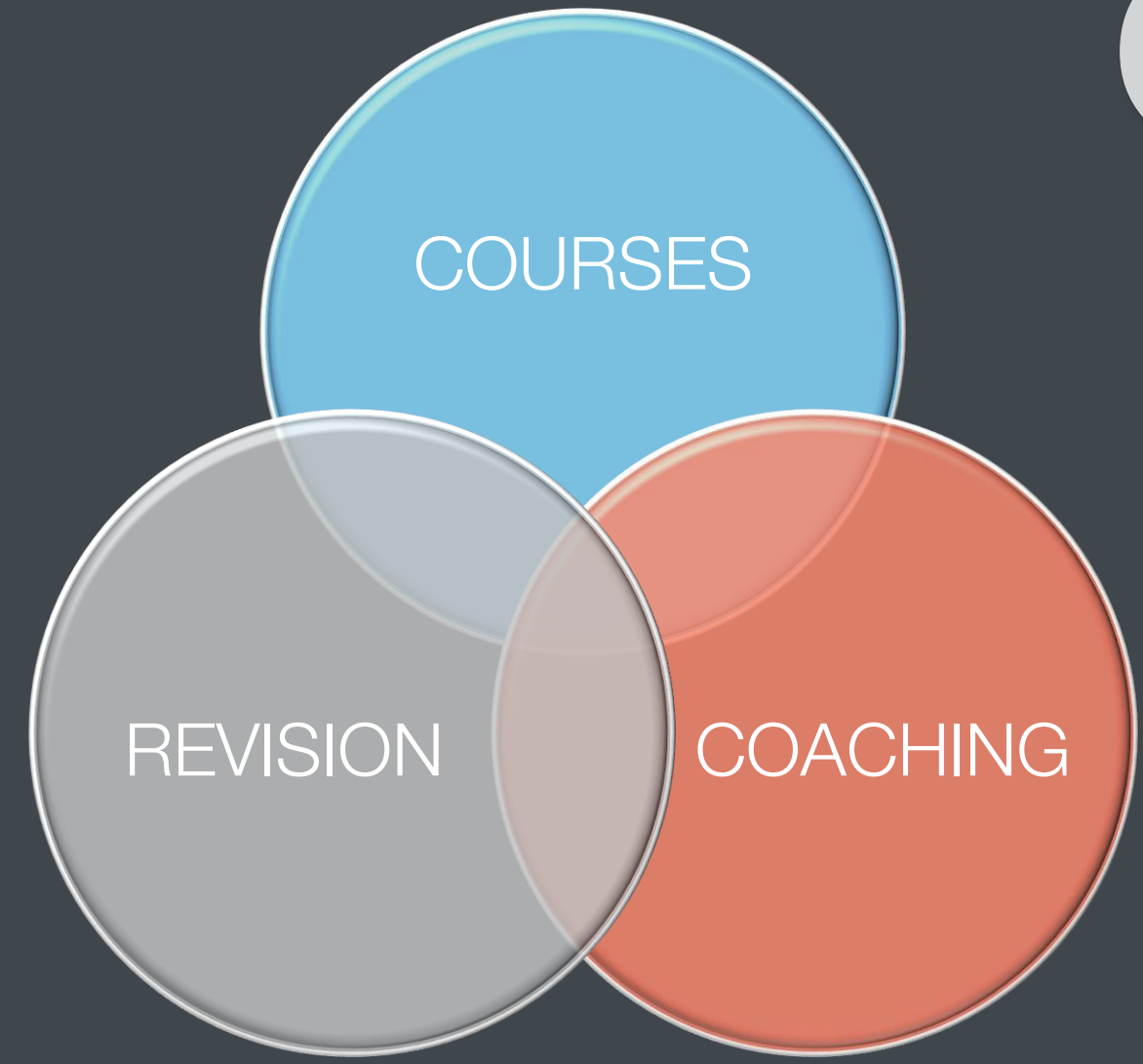
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Samantha
Ridgewell



QUESTIONS?



Professional Development

