

# Give Yourself a Motivational Warm Up When You Wake Up





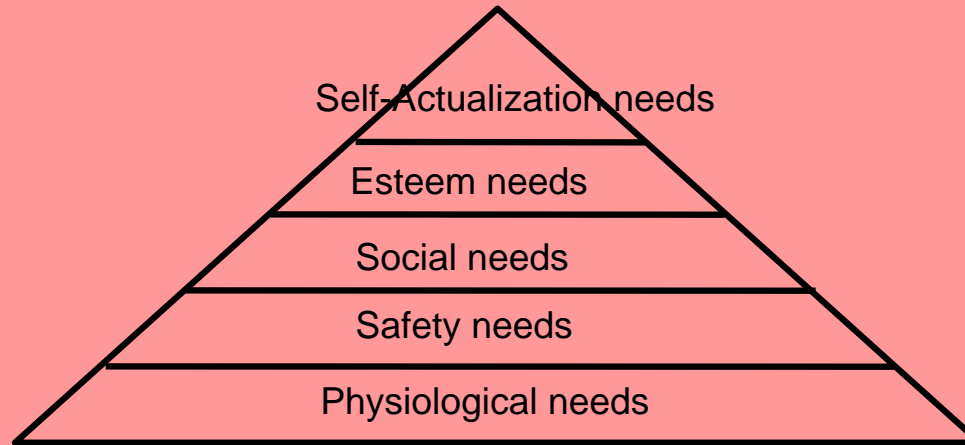
# Mechanisms

- ✚ **Motivation** - factors within and outside an organism that cause it to behave a certain way at a certain time
- ✚ **Motivational state or drive** - an internal condition, which can change over time, that orients an individual to a specific set of goals (e.g., hunger, thirst, sex, curiosity)
- ✚ **Incentives** - goals or reinforcers in the external environment (e.g., good grades, food, a mate)

# Motivating people

- ✚ An important role of a manager is to motivate the people working on a project.
- ✚ Motivation is a complex issue but it appears that there are different types of motivation based on:
  - ✚ Basic needs (e.g. food, sleep, etc.)
  - ✚ Personal needs (e.g. respect, self-esteem)
  - ✚ Social needs (e.g. to be accepted as part of a group)

# Maslow's Needs Hierarchy





# Personality types

- ✚ The needs hierarchy is almost certainly an over-simplification of motivation in practice.
- ✚ Motivation should also take into account different personality types:
  - ✚ Task-oriented
  - ✚ Self-oriented
  - ✚ Interaction-oriented



# Personality types

## + Task-oriented

- + The motivation for doing the work is the work itself

## + Self-oriented

- + The work is a means to an end which is the achievement of individual goals - e.g. to get rich, to play tennis, to travel etc.

## + Interaction-oriented

- + The principal motivation is the presence and actions of co-workers. People go to work because they like to go to work.

# Motivation balance

- ✚ Individual motivations are made up of elements of each class.
- ✚ The balance can change depending on personal circumstances and external events.
- ✚ However, people are not just motivated by personal factors but also by being part of a group and culture.
- ✚ People go to work because they are motivated by the people that they work with.



# Contact Information

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