

## Manufacturing motivation

**Motivate:** to cause a person to act in a particular way. Concerned with movement.

Many of us can feel a lack of persistence, self-discipline, or courage in facing a task. Sometimes we feel the pay-off will be worth the effort...and sometimes we aren't sure! But we can help ourselves act, which is what motivation is all about!

### What makes us want to do something?

We usually act because of a reward that we'll receive. Rewards are either intrinsic or extrinsic.

**Intrinsic rewards** are thoughts or feelings within ourselves: we may feel proud, satisfied, delighted, relieved, exhilarated, confident, encouraged, amazed, secure, intelligent, ambitious, intrigued, pleasantly surprised. Intrinsic rewards are very powerful motivators as they are under our own control, and they lead to increased self-esteem. "I said I'd do it ...and I did!"

**Extrinsic rewards** are responses from the world around us: we may be paid, win the prize, achieve an award, graduate, take a holiday, be voted Most Valuable Player, have our photo in the newspaper, etc. Extrinsic rewards are also powerful motivators, as they make us feel valued and recognized by others. However, they are much less under our control (eg. who is the competition? what factors will I be compared on? how many prizes will be given out?).

Motivated people cultivate an intrinsic reward system. The prizes, money, etc. are the bonus!

### What are some strategies to build motivation?

1. Make a promise and keep your word
  - Set a specific long- range goal (read Anatomy text by end of week 13) and break it into smaller steps or goals (read 1 chapter every 6 days). Be clear in your intentions.
  - Tell someone, and ask them to follow your progress. Be accountable.
  - Keep a log or journal of your goals and achievements. Praise yourself.
2. The journey of a thousand miles begins with a single step (Lao Tzu). Begin with a small step, and make a plan for the next step.
3. Develop a routine. Link a new activity with one that you do routinely, like do your sit-ups (new activity) before drinking your morning coffee (old habit).
4. Include the words "goal, persistence, self-discipline, effort and intrinsic reward" in your vocabulary. Explicitly use these words in relation to your activities.

5. Observe when you are becoming uncomfortable thinking or doing particular tasks. Discomfort is a signal: Am I unsure, bored, scared, out of my depth? Ask yourself: What is appealing about this activity? What is fearful? Then, experience the discomfort (just sit with it) and soon it will have less power over you.
6. Think positive: “This will feel great when it’s done” or “I can do it!” instead of “I can’t stand doing this”!
7. Act like the person you wish to become. Picture yourself as being successful. What do you look like? What are you doing? Where are you? Bring this image to mind as you start challenging activities.
8. BELIEVE in yourself. Reflect on times when you were motivated. Is there anything in common between then and now? Can you make a small change so this situation is more like those times?
9. Adopt a hero. Ask yourself “what would \_\_\_\_\_ be doing now?” JUST DO IT ✓
10. Hang out with motivated people.
11. Guard your health so you have strength, energy and enthusiasm.
12. Get support before the downward spiral: behind in assignments→ feeling “stupid” in class→ not attending class→ not understanding the next readings→ losing touch with classmates→ feeling ashamed → falling further behind→ feeling discouraged→ not wanting to start...
13. Use time management and organizational tools: term or monthly calendars, weekly schedules, To Do lists, prioritizing activities.
14. Turn up the pressure. Move a deadline forward 2 weeks if you like pressure.
15. Turn down the pressure. Eliminate extra responsibilities, and plan small steps if you don’t like a lot of pressure. Focus on the “must” not the “should” activities.
16. Ask for help when you start to see a pattern of poor motivation, rather than waiting. A teacher, mentor, parent, friend, or counsellor will try to encourage and support you.
17. Start small. Try one of these strategies that appeals to you and give yourself time to develop it before starting new strategies. New habits take 21-30 days to “stick”.