

CHOOSE TO THRIVE



Rob Duffy
lifechoicesolutions.com



**DISCOVERY OF
YOUR STYLE**



Discovery Of Your Style

What gets the fire in your belly burning?



by **Rob Duffy** on September 08 2017

This is the final part of the course and now that you have chosen to thrive, this is just the beginning for you to take all the information within the course and practice it in your life. You might have many of the lessons that have been

covered in the course down to a tee and implemented habitually. Some of them may still be challenging and over the coming weeks and months, you can get to work on them so they too can become habitual.

While motivation is a key component to thriving in those areas of your life you are focused on, knowing how to position yourself best to achieve your goals is only one part of the bigger jigsaw of achieving success. Other skills such as awareness, technical skills, and knowledge being other important factors.

In this final module, motivation and the discovery of what it is that makes you get out of bed in the morning, excited and fresh, are all important to uncover. There could be things about your style that are not working optimally, so let's look at what your style is and what motivates you.

Motivation is defined as the process that initiates, guides, and maintains goal-oriented behaviours.

There are many different factors which motivate people's behaviours and we will take a look at some of the main ones here.

First, I think it is important to talk about and make note of the difference between Intrinsic and Extrinsic motivation.

Intrinsic Motivation

This is basically a form of motivation which comes from within a person. It is the degree to which the beliefs are in line with the desire to behave in certain ways that the motivation to do so is either less than or greater than one would like. Where there is less intrinsic motivation to behave a certain way it is less likely the person will do so. When the reward of doing something for its own sake is greater than doing something for an external reward, it can be said that person is intrinsically motivated.

Some examples of intrinsic motivations are:

- Playing games because the activity is enjoyable
- Doing crosswords or Sudoku for the fun and entertainment
- Doing sport for the buzz it gives a person
- Looking for an edge in their performance or craft
- Doing daredevil pursuits for the kick it brings

Extrinsic Motivation

Extrinsic motivations are those that come from external sources. The avoidance of punishment or the promise of a reward based on the performance of certain behaviours. Money is usually a great extrinsic motivator and probably the most common one we could mention. Any stimuli which is used to motivate an action by external means is an extrinsic motivator.

Some examples of extrinsic motivations are:

- Studying hard to improve scores on exams
- Cleaning to avoid being in bad favour with loved ones
- Competing for awards in any competitive field

Exercise

Look at your motivations to do certain things in the past. Think of specific times that you were really driven to do something or behave a certain way.

Identify your own 5 Intrinsic Motivations and 5 Extrinsic Motivations in these instances?

Below, are some of the common motivations which exist for people.

Rewards & Incentives

These can come in the form of monetary rewards or non-monetary such as receiving some time off at work. They can come in the form of a bonus that an employee or person has to perform/ behave in order to work towards. A promotion could be an incentive that is offered for some type of work practice or someone who performs at a level above the rest. This motivation is very much extrinsic based.

Fear

Fear is usually what people will use when incentives fail to motivate people or even themselves. This is the use of consequences. We have all heard of the carrot and the stick. This is the stick. Fear of punishment or negative consequences can be a strong motivating factor

for people. This is mostly used in schooling and in some professional settings. The idea is that where failures are identified, a negative consequence might be levied in order to motivate better actions or behaviour in the future. Some believe this is to be a very outdated form of motivation which often works but also has the negative effect of affecting relationships negatively too. This generally an extrinsic motivator.

Achievement

We have a natural drive towards achieving goals and facing new challenges. Many of us want to be better, stronger, faster and more competent and to show the world how great we are. We sometimes seek outside recognition and the desire of gaining appraisals from our peer, family etc.... This can be in the form of feedback or a warm embrace from a loved one. This is a largely intrinsic motivator.

Growth

Self-improvement and self-development help us to increase our knowledge of ourselves and how to navigate the world. This motivation is related to change and being dissatisfied with who we are in the here and now. Some of us are hardwired to continually seek new knowledge and view remaining in a fixed state as a negative and to be avoided. This is an intrinsic motivator.

Power

In some cases, power can be a motivator. If we have grown up in an environment where power was alien to us, it could be something which motivates us more than the next person. When we reach adulthood, this new found freedom can come with the desire to be powerful and our motivation can be fuelled by seeking it out in many areas of life. Be watchful, this has the potential to slip over into the desire to control others too. If not watched closely, this motivation

can become toxic and have us attempting immoral, harmful and criminal behaviour. Power in itself is not a bad thing but what can happen from using it wrongly can be incredibly negative.

Social

I believe we all have a need to be needed. Acceptance by our family and whichever groups we affiliate ourselves with is an important factor to motivate us to certain actions. Belonging is a deeply felt need that many people get motivated by. The need to connect and the need for acceptance is very important and it is how we mediate between who the most important people in our lives. The search for common values through social understanding is how we come to be in relationships initially. Many people are motivated to make a contribution or a difference to their society and can fuel the reasons people engage in voluntary work and get into unpaid work for their community.

Why is this important?

One of the main reasons why it is important to discover what our own motivation style is due to the fact that without knowing these patterns and traits about ourselves, we might engage in activities that do not play to our motivation style and this can result in some tasks feeling like they are a drag and not enjoyable at all. Hence, we may not get the results in life that we are seeking. We want to avoid feeling like we need to make ourselves motivated. When this happens, it is probably a sign that what is motivating us presently, is likely not in accordance with our style.

If you have played video games you might be able to think about the types of motivations being offered in the game that motivated you the most to act? Were they games where you got rare scores that were hard to attain? Or maybe you played games which were competitive against your friends or others online which had a clear winner and this brought prestige. There may be

clues to your own personal style in the games you have played in the past.

Your style may become evident when there is a change in management or leadership within your workplace or organisations you are involved with. Have you noticed that one manager or leader is able to motivate you more? What kinds of things do they do or what ways do they act to get more effort out of you? Do they allow you more of a certain freedom that you like compared to previous leaders? Do they use some totally different techniques with you compared with other demotivating practices you have noticed?

One important tip which, regardless of your style, to remember is that the small wins each day, create the big wins long term. If you become habitually tuned to succeeding at small tasks and create a pattern of creating and completing a small productive task for yourself each day, these small victories and successes will snowball your motivation to move forward and will also inspire more confidence and self-efficacy.

Try it out!



Exercise

Grade yourself 1-5 (1 = less like me, 5 = more like me)

Answer 1,2,3,4 or 5 as honestly as possible;

- I regularly set myself goals ()
- I work really hard and my setbacks inspire me to work harder ()
- I think long and hard about my goals ()
- I reward myself when I do good work ()
- I am hard on myself when I feel I can do better ()
- I think that if I do good work I will be a success ()
- I generally do more work and keep my boss happy ()
- I regularly get things done in advance of due dates ()
- I don't let things stand in my way to achieving my goals ()
- I won't allow things to get in the way of my priorities ()

How did you score in these areas?

Are there any areas that you identified needing some attention?

How can you productively work through some of these low scores and how are they related to your style?

I recommend taking some time to journal and write out a list of instances that have motivated you in the past and the results of the projects you felt motivated by and those where little motivation was available. What were the motivators at play?

Try to sketch out 5 different scenarios where motivation was abundant or a challenge and look to see what were the motivating factors and what were challenges to your motivation. This should give you a much clearer indication of your style. These are some things you can discuss with me in a coaching session if you choose to book one with me.

WHO ARE WE BUT THE STORIES WE TELL OURSELVES, ABOUT OURSELVES, AND BELIEVE?

Scott Turow



www.lifechoicesolutions.com

[READ MORE ON OUR WEBSITE](#)



[Life Choice Solutions](#)

rob@lifechoicesolutions.com