

What's My Motivation?

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What really gets you going? Do you love the heat of debate? Discussing endlessly which path is the correct one and making sure your voice is heard? For some, it is more exciting to support others in their endeavors, cheering them on to success and bringing groups together to simply share in each other's accomplishments. Perhaps a good task list is what it takes to get your heart going pitter-pat.

The truth is, we each have our own set of activities and goals that really drive us and cause us to push ourselves to new heights. The key is to discover what motivates you and work towards building those types of activities into what you do on a daily basis. Through this you will not only be more successful, you'll also be happier getting there.

There are many models of motivation out there, and many assessments to help you find what your particular area of passion is. By far, the simplest way to find out what really motivates you on a daily basis is to pay attention to yourself. Marcus Buckingham ("First Break all the Rules," "Now, Discover Your Strengths") recommends keeping a simple notepad with you at all times. Whenever you perform an activity that leaves you feeling energized and excited, write that down as something you really loved doing. When a task leaves you feeling beat up and run over, write it down as something you loathed. Over time you will see clear patterns in the things that excite you. With awareness and understanding, you can then begin to incorporate exciting activities into your daily routine and reduce, or even eliminate, the ones that drain you.

Clearly, there will be times when we all have to perform tasks that we do not want to do. That's part of life. However, it is surprising how you can shift your activities to things that motivate you and away from those that deplete you. Sometimes it is a matter of finding aspects of the tasks you know are motivating to you within the ones that are not. For instance, I do not care for spreadsheets at all. But if I shift my perspective to see it as a game, perhaps timing myself, then it becomes more enjoyable and I am able to increase my motivation level.

Operating in your areas of strongest motivation as often as possible will not only leave you feeling better, more energized and more fulfilled at the end of the day, it will also increase your productivity significantly. Helping the people who work for you find where their motivations lie, and working to put them in a position to work in those areas, makes for a leader with a productive, engaged, and enthusiastic team which will gladly go the extra mile whenever needed.

ALOC Group's high-performing team is ideally suited to meet team building, leadership development and facilitation needs for organizations of all sizes. To learn more about ALOC Group's "Challenge Excellence" process, visit www.alocgroup.com.