### Motivation in the Workplace



**Organizational and Professional Development** 

### Learning Objectives

At the end of this training class, participants should be able to:

- Identify the major factors that influence workplace motivation
- Understand the theoretical framework for workplace motivation and how those theories vary
- Determine the motivational principles that are most relevant to your workplace
- Complete a motivational self-assessment and identify the factors that are most influential for your own motivation



# To Which Motivational Theory Do You Ascribe ?

- > Reward theory
- > Fairness theory
- > Empowerment theory
- Carrot and Stick theory
- > Forget about it theory
- ➤ None-All-Some of the above





# MOTIVATION

IF A PRETTY POSTER AND A CUTE SAYING ARE ALL IT TAKES TO MOTIVATE YOU, YOU PROBABLY HAVE A VERY EASY JOB. THE KIND ROBOTS WILL BE DOING SOON.



## **A Motivation Story**

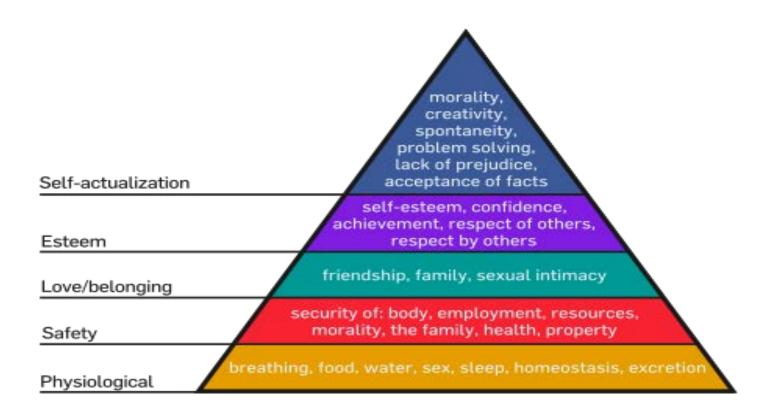


### Questions



- 1) What were some of Ruth's motivational factors?
- 2) What could Sarah have done differently in addressing Ruth's motivational factors?
- 3) What lessons are there for us in this scenario?

### Maslow's Hierarchy





### Herzberg's Two Factor Theory

#### **Hygiene Factors**

- Salaries, Wages & other Benefits
- Company Policy & Administration
- Good Inter-personal Relationships
- Quality of Supervision
- Job Security
- Working Conditions
- Work/Life Balance

#### When in place, these factors result in...

- General Satisfaction
- Prevention of Dissatisfaction

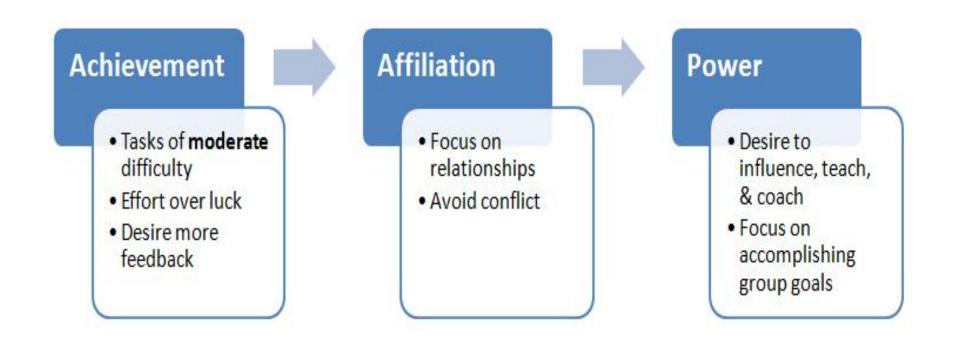
#### **Motivator Factors**

- Sense of Personal Achievement
- Status
- Recognition
- Challenging/stimulating Work
- Responsibility
- Opportunity for advancement
- Promotion
- Growth

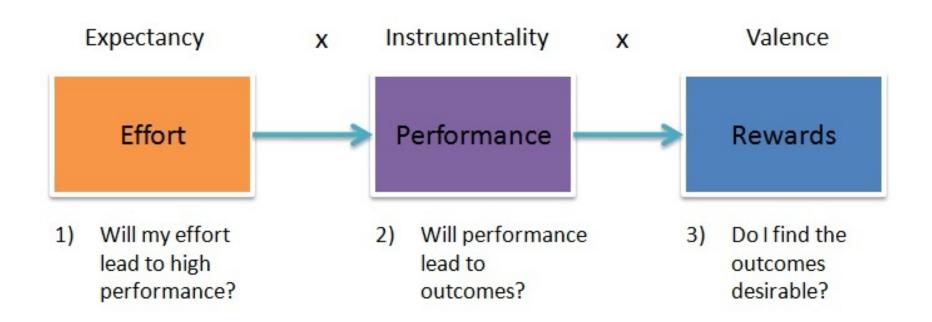
### When in place, these factors result in...

- High Motivation
- High Satisfaction
- Strong Commitment

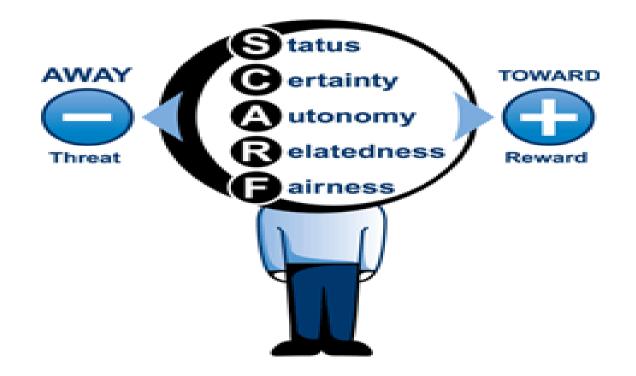
### McClelland's Human Motivation Theory



### Vroom's Expectancy Theory



### **SCARF**



### Assessment During the Interview

- What motivates your candidate?
- What work environment does he or she find motivating?
- Does our work environment and the coworkers we provide consistent with our candidate's needs for motivation?
- What would make them give discretionary energy to the job?



### 22 Keys to Meaning at Work





Acknowledgment

Balance

Challenge

Dialogue

Direction

Equality

Fit

Flexibility

Informality

Invention

Oneness

Ownership

Personal Development

Purpose

Relationship-Building

Relevance

Respect

Self-Identity

Service

Support

Validation

Worth

### **A Motivation Story Revisited**

### Exit here...



# Questions?



