Motivation

The "GRAPE" Theory of Motivation

**Growth** Ability to increase one's skills and competencies, performing new or more complex tasks, participating in training programs.

**Recognition** Promotion within the organization, praise for achievements, feedback (both positive and constructive criticism,) receiving an award, printed references to an individual's activities, being "listened to."

**Achievement** Opportunity to solve a problem, to see ideas become reality, to reach goals.

**Participation** Involvement in organizational decision-making, planning and scheduling one's own work and controlling one's own work activities.

**Enjoyment** Having fun in a warm, friendly, supportive atmosphere.

**Six Keys To Motivation**

1. Ask for help! Make people feel valued and important
2. Use lots of positive reinforcement, and personalize it
3. Build relationships
4. Understand different points of view
5. Model what you want
6. Refuse to accept poor performance

**Twenty Helpful Hints for Motivation**

1. Allow time for yourself
2. Pay less attention to time
3. Avoid discussing business over meals
4. Try to change your hyper habits
5. Place motivational quotes in your view
6. Ask for help
7. Sell an idea
8. Smile
9. Tell yourself a joke, laugh out loud
10. Pay attention to your health, diet, and sleep
11. Pause to look around, assess
12. Regulate how many "to do's"
13. Meet with an energetic friend
14. Find some quiet time daily
15. Say no
16. Finish one goal at a time
17. Collect appreciation
18. Talk to a significant other
19. Exercise daily
20. Watch for cycles in your mood
Be “SUCCESSFUL”

Share responsibility, remembering that as you take credit for the successes, you must also share in the failures.

Understand that as a leader you can empower others.

Constantly remind yourself that only participation can help others make their jobs meaningful.

Communicate the "why" as well as the "what" to insure understanding and cooperation.

Evaluate accomplishment based on results rather than on the activities engaged in.

Sincerely be humble, knowing that most people would rather succeed than fail.

Seek always to set a good example, and expect good performance from others.

Force yourself to set goals and priorities for your job so others can build their goals toward these.

Unceasingly seek to be objective, fair, and honest in your act and deed.

Light the way for change.