

Human Motivation

Motivation is a subject that most of us think we understand. But sometimes our actions and interactions with others don't always reflect what we know.

We are going to analyze human motivation and how it affects people who are managers and leaders of organizations. We will look at exactly what motivates people and what frustrates them.

Our goal is to give you practical, useful advice that you can apply in order to become a more effective leader of people. Our job as leaders is to achieve the organizational goal and objectives. We can't do everything ourselves, so the challenge is to achieve outcomes using the talents and abilities of members of our organization.

This leads to interactions with others. If we fail to interact successfully then the outcomes are diminished. Therefore we need to have a clear understanding of exactly what motivates people.

How well are we meeting this challenge?

Do we really understand motivation?

How effective are we as motivators?

Why would people work hard for us?

What does the word MOTIVATION mean to us?

The definition of the word motivation includes:

One, a condition of being motivated.

Two, a stimulus or reason for thinking, moving, or acting.

Three, a reason to satisfy needs and wants.

Four, to be activated to release mental and physical energy toward a goal.

Everyone selects goals as a means of satisfying different wants and needs.

Does Motivation really matter?

Yes, actually it is of critical importance.

No other single factor has as much influence on the effectiveness of organizations as does the attitudes of the people.

No other single factor has as much influence on individual productivity as does the attitude of the individual.

This is not to say that selection, training, and proper tools to do the job, are not important. But it does say that as we look at all of the many factors that influence whether your organization succeeds or fails, the attitude of the members of the organization are the single most influential factor.

One of the most commonly held misconceptions about motivation is that it is something leaders do to people.

Can we directly control what another person does?

Can you tell anybody anything?

We wish it was that easy. We could just tell people what to do and be done with it.

Motivation comes from within

As leaders, we can create an environment that encourages individual motivation to achieve the goals and objectives of the organization. But we can't somehow get into their minds and make them be motivated.

The Motivation Chart

The motivation chart shows the five factors that are the greatest source of motivation and the five factors that can cause the most frustration.

The five motivating factors are sources of satisfaction and satisfaction is a prerequisite to a positive attitude.

The five factors that are primarily sources of frustration are sources of dissatisfaction and produce negative attitudes.

We consider Human Motivation to be one of the three foundation topics that leaders need if they're going to be successful at leading and managing an organization. The other two critical topics are Individual Differences and Communicating.

We also consider Recognition and Rewards to be a foundation subject and therefore include this program along with the Human Motivation program. We encourage you to consider all four programs in the Foundation Series.

The Human Motivation program contains 56 PowerPoint slides and instructor's script, 22 page participants' handout that can be downloaded and reproduced, along with a downloadable full-color motivation chart they can also be distributed to the participants. The Human Motivation program materials provide approximately 3 hours of instruction and discussion on human motivation and how it applies to leaders and managers of organizations.

The core of the motivation program is based on the works of Dr. Frederick Herzberg who most authorities, including us, feel has developed the most accurate descriptions of human motivation.

The Recognition and Rewards program, which is included with the Human Motivation program, contains 26 PowerPoint slides and instructor script plus an eight page participant's handout. This provides approximately a one hour presentation although discussion of how to apply recognition and rewards within the organization may extend the discussion.