

Good Morning/Afternoon, VISTA Leaders!



Motivating Your Members



October 13, 2017 - 2:00 PM Eastern Time

**“ I slept and dreamt that life was a joy,
I awoke and saw that life was service.
I acted and behold, service was joy.”**

~ Rabindranath Tagore ~

Thank you for the opportunity to serve you today!!!



Kapila Wewegama

When you join the conference call, the line will be on silent mode until we begin the webinar at 2 PM ET – Thanks!

Session Goals:



1. **Examine and identify key factors that contribute to member demotivation.**
2. **Develop strategies and techniques to minimize member demotivation factors.**

- What is motivating and what challenges it?
- What are some motivational models /theories?
- What are the key contributing conditions leading to motivation that we can identify from the current theories and research ?
- How can we promote/provide these key conditions/opportunities for our VISTAs in an intentional way ?
- What are some guiding principles of motivation?



What is motivating and
what challenges it?



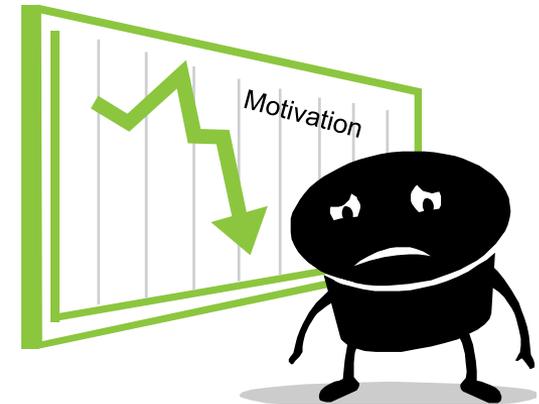
At the beginning...



Inner desire to perform and achieve is
very high

AP/TTITUDE

Later...



Inner desire to perform and achieve is
suppressed

AP/ TITUDE





It is about how not to demotivate your members.





It is about how not to demotivate your members.



AP/ TITUDE



AP/TTITUDE

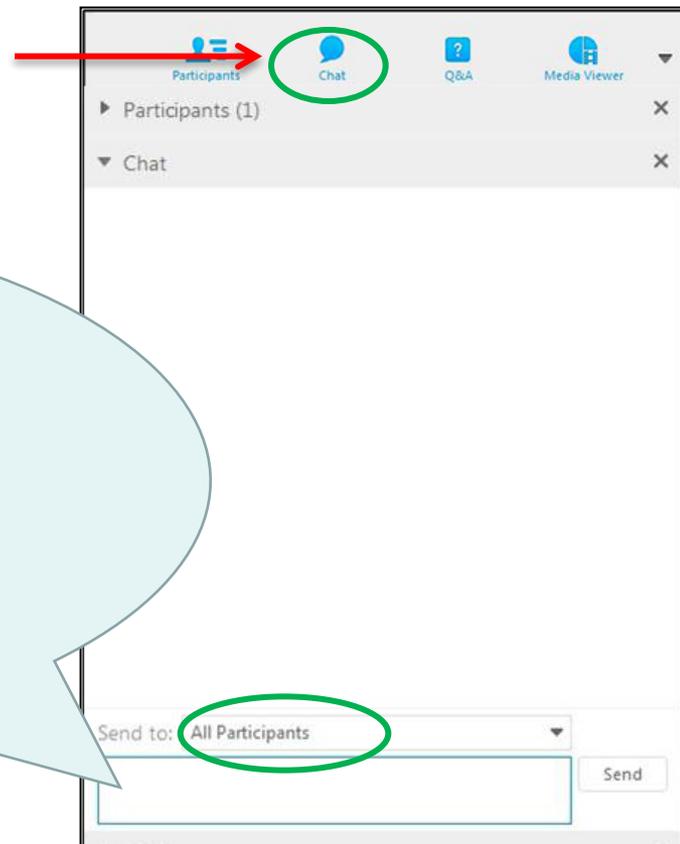


What are my members' reason/s for **demotivation.**



Chat Question?

Click this button if you don't see the chat panel.



What are my members' reason/s for demotivation?





**Five Key Reasons for
Employee Demotivation**

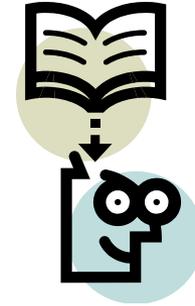




Lack of Direction



Lack of Resources



Lack of knowledge/skills



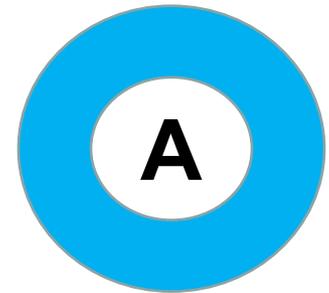
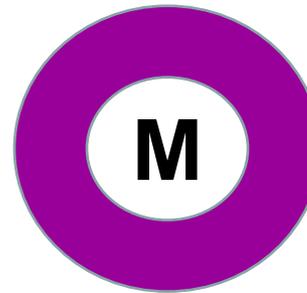
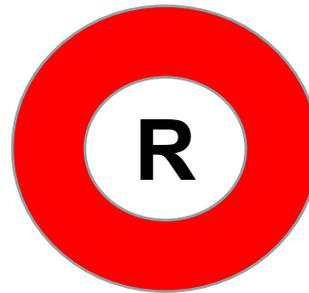
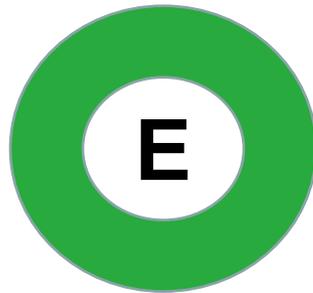
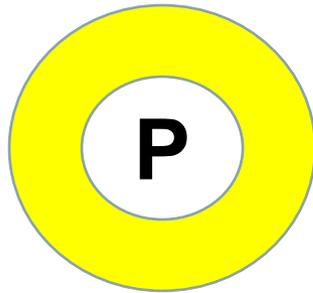
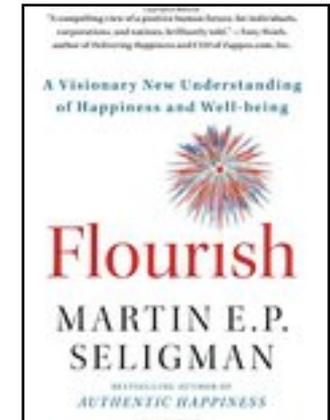
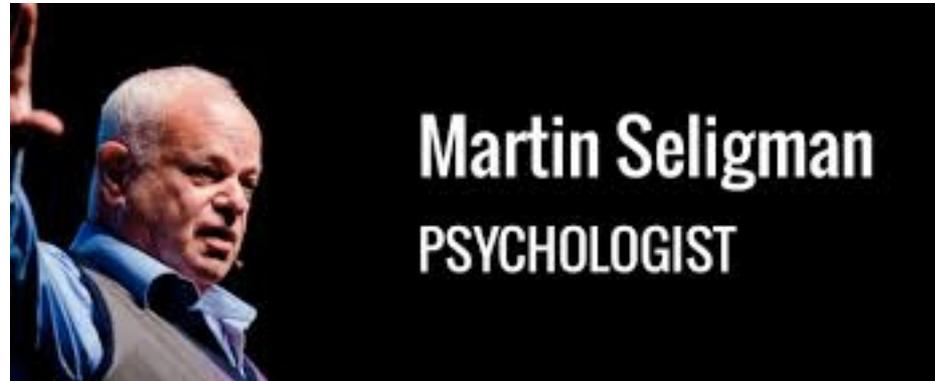
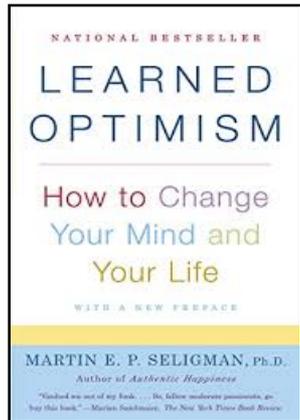
Lack of Engagement

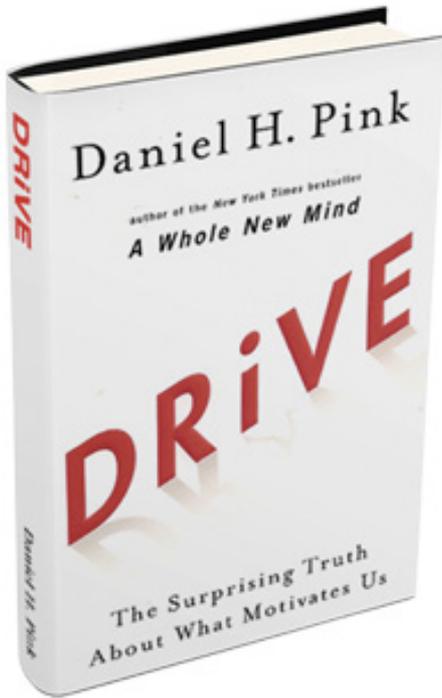


Lack of Respect/Dignity

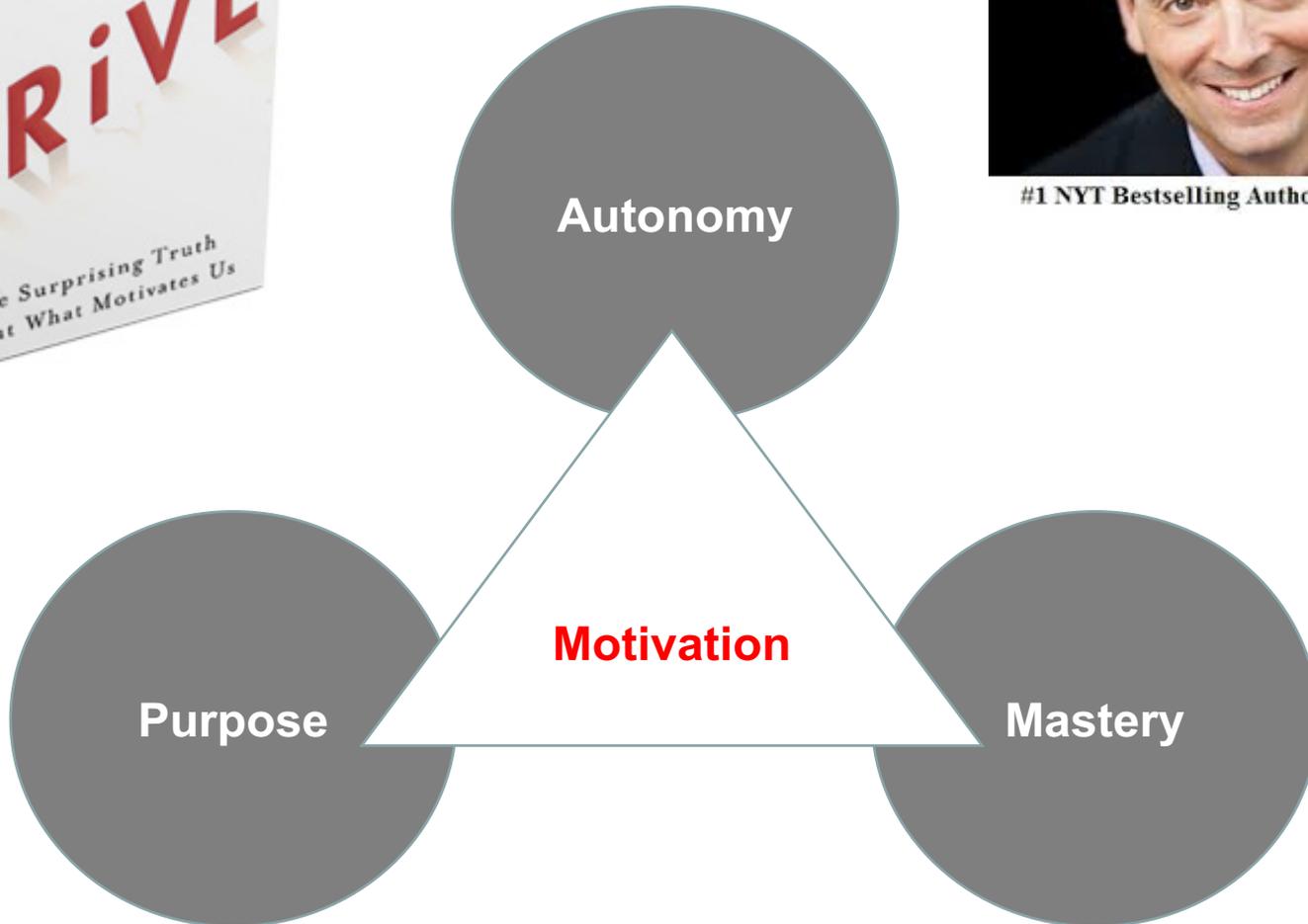
What are some
motivational models
/theories?

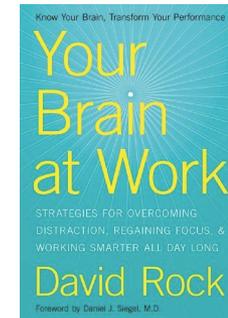
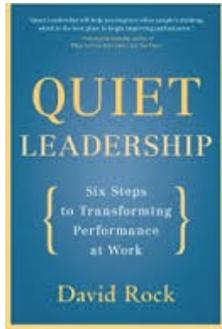






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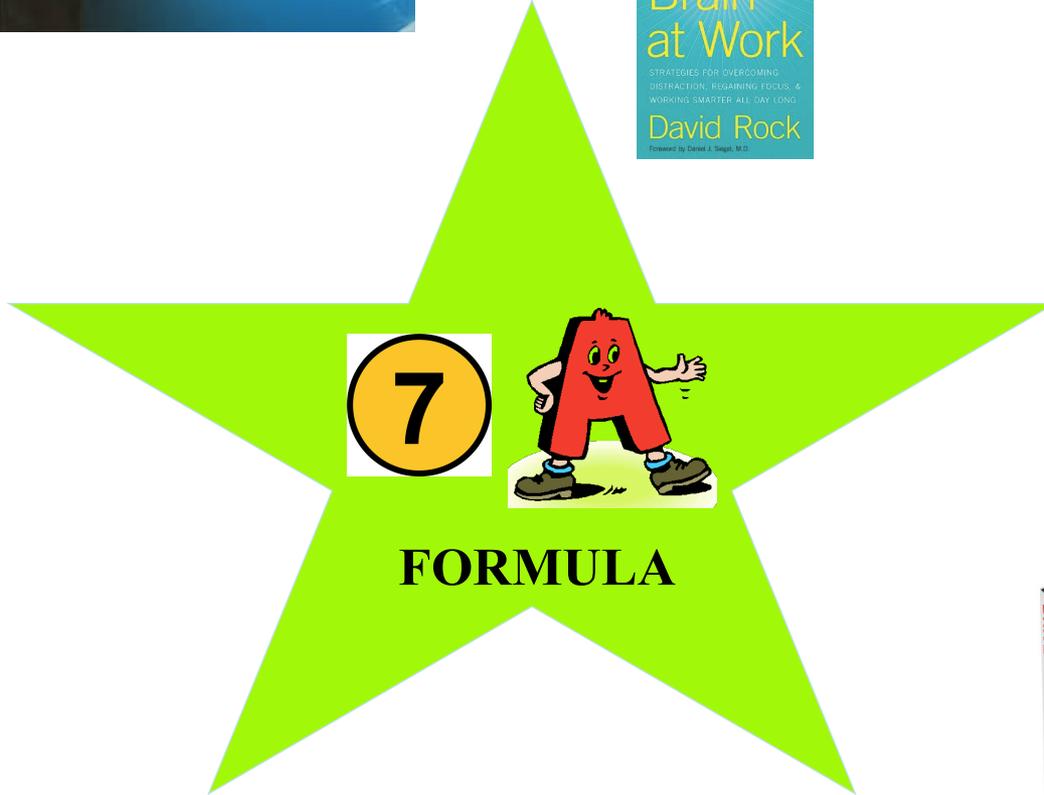
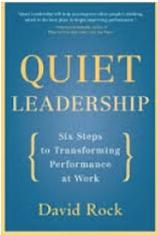
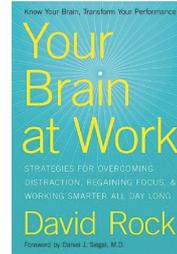


SCARF Model of Social Threats and Rewards

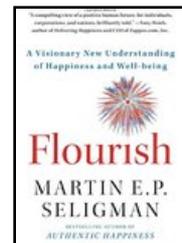
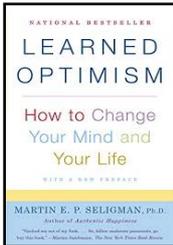
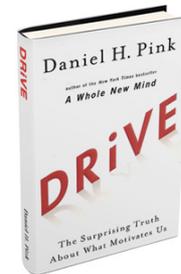


What are the key contributing conditions leading to motivation that we can identify from the current theories and research ?

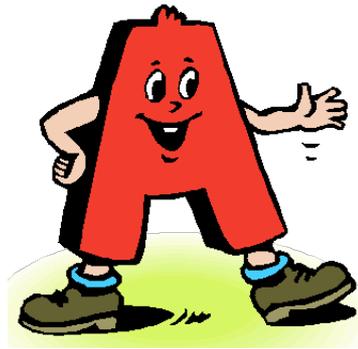




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7



FORMULA

7



FORMULA

Motivating Your Members



1. Autonomy



2. Abilities Driven



3. Advancement



4. Alignment with Life Purpose



5. Active Engagement/Action



6. Accomplishment/Achievement



7. Acknowledgement/Appreciation

How can we promote/provide
these key
conditions/opportunities for our
VISTAs in an intentional way ?





1. Autonomy

Opportunity for Involvement & Ownership



Techniques:



Opportunities for member's input



Member as spokesperson



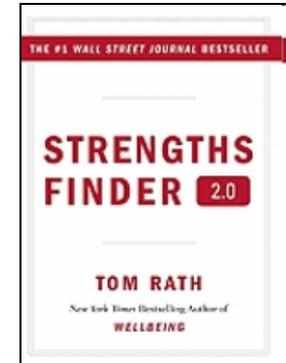
Decision maker/problem solver



Creative & self-directing (What vs. How)



Opportunity to use one's strengths and skills



2. Abilities Driven



Techniques:



Strengths/ talents/skills recognition



Strengths/talents/skills utilization - VAD



Strengths/talents/skills utilization – Outside VAD



Strengths → enhance project outcomes



Opportunity to grow
personally & professionally

3. Advancement



Techniques:



Member's development/training needs



New knowledge/ skills opportunities



Address improvement needs



Next-level strive



Opportunity to connect
project outcomes/
activities to personal goals

4. Alignment with Life Purpose



Techniques:



Long-term personal/professional goals



Project opportunities → life passions



Learning opportunities → life goals



Social connections → life goals and passions



Opportunity to
Act/Perform

5. Active Engagement/Action



Techniques:



Action-oriented & meaningfully challenging



“Knowledge Broker” among the stakeholders



Input solicitation or VAD/Project enhancement



Project progress presenter



Opportunity to
complete project/VAD
tasks successfully

6. Accomplishment/Achievement



Techniques:



Clear project purpose and directions



(SMART)-based VAD



Realistic & achievable short-term outcomes



Knowledge/skills/resources equipped



Opportunity to be
recognized &
appreciated

7. Acknowledgement/Appreciation

Techniques:

-  Collaborative/regular project progress reviews
-  Positive outcomes/successes acknowledgement
-  Accomplishments recognition (small & big)
-  Credit for the good work

What are some guiding principles of motivation?





Guiding Principles to Motivation

4 Guiding Principles to Motivation

-  **Know your members as individuals beyond their technical identity/role** – *do you know what energizes each individual, what their personal and professional goals, expectations, styles, preferences, hot buttons...*
-  **Use an individualized leading approach with each member** – *get rid of “one size fits all mentality”*
-  **Begin fixing the work environment** – *Replace the question “what’s wrong with this person?” with “What’s making this person to behave this way?”*
-  **Be genuine with your efforts, have trust and believe in your members** – *SFP & people can change their behaviors*

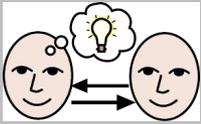
**How can we apply
what we
reviewed/discussed?**





Develop a set of questions focusing on the 7 As and have a conversation (face-to-face, telephone, online) to assess how these conditions are currently being met and identify ways to promote/enhance meeting those.

Discuss with the supervisor to identify how to create/meet these 7 As for the VISTA.



Ideas Sharing

Motivating Your Members

Click this button if you don't see the chat panel.

Participants (1) X

Chat X

Send to: All Participants X

Send

Q&A X

What are some action steps you might take to apply what we discussed/reviewed today in regard to member motivation ...



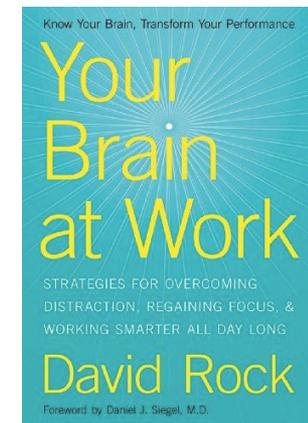
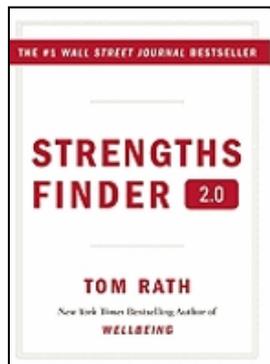
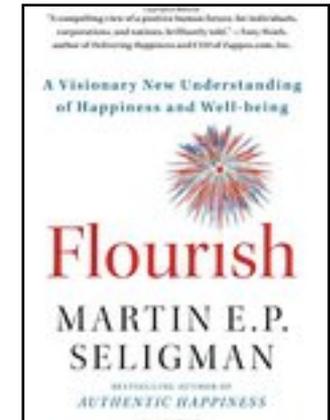
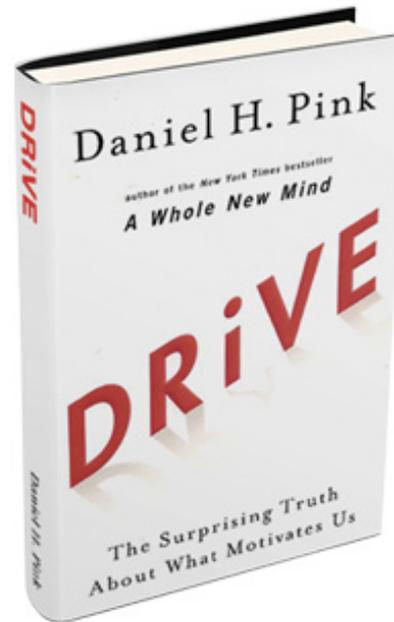
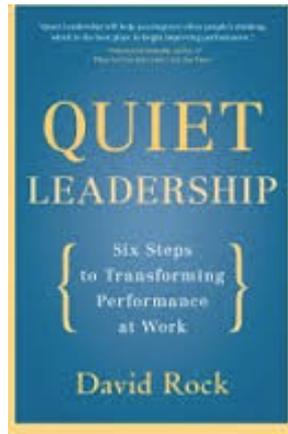
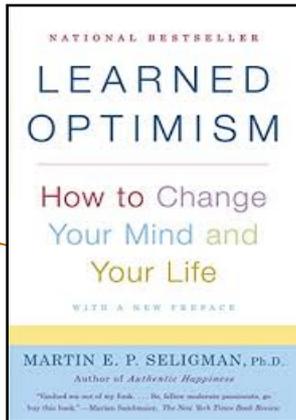
Please select "All Participants"

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- How can we apply what we reviewed/discussed?





ADDITIONAL RESOURCES





**SO, PLEASE DON'T FORGET THAT
MEMBER MOTIVATION IS ABOUT NOT LETTING
YOUR MEMBERS BECOME DEMOTIVATED!**



for your participation in

Motivating Your Members

Webinar!



Kapila Wewegama