

# Understanding What Motivates You

It can be difficult to know what you want to do or the type of work you might enjoy when you are first starting out studying or in the workforce.

So, it is important to understand your motivations – which situations naturally motivate you, which ones don't, and how you can give your best in every situation.

## **Must Have, Don't Want Activity**

Take out a pen and have the following pages handy.

Write down a few things that you currently believe are must haves for you in your study and career, things that you love and would like to do in the future.

Then, identify a few of the things that don't excite you as much, the things that don't appeal to you as much.

The most important component is to ensure that you explain the 'why' of each decision.

*This is all about self-awareness!*

## Understand Your Preferences

	Top 5 Personal Preferences	Why?
1		
2		
3		
4		
5		
	My 5 Don't Wants	Why?
1		
2		
3		
4		
5		

**Achievement**

Accomplishing important work challenges and being involved in significant undertakings.

**Aesthetics**

Working in a physically comfortable and attractive environment.

**Affiliation**

Being part of a team and/or organisation where membership is a source of pride.

**Alignment with team/boss**

Working with a team/boss who shares my vision for achieving goals.

**Autonomy**

Work that gives me independence and freedom to act.

**Centre of Attention**

Working on high-profile assignments.

**Challenging Work**

Working on difficult or demanding tasks requiring substantial effort and commitment.

**Change & Variety**

Responsibilities and work that constantly change.

**Commission**

In which part of one's income depends on measurable performance.

**Commute**

Work within a reasonable commute between home and office.

**Compensation**

Receiving a high salary or generous monetary compensation for work.

**Competition**

Work where I can compete with others.

**Complexity**

Working with ambiguity to perform complex tasks or working on complex projects.

**Corporate Social Responsibility**

My work prioritises and contributes to the community, the environment and society.

**Creativity**

Create new ideas, programs, services or products where this is valued.

**Cultural Diversity**

Work with people from a broad range of cultures, ethnic backgrounds and ages.

**Details**

Working on tasks requiring great attention to detail.

**Entrepreneurialism**

Developing business by seeking new opportunities, taking risks and initiating new ventures.

**Flexibility**

Work that provides me with good work/life balance.

**Formal Recognition**

Receiving formal recognition for accomplishments.

**Friendships**

Chance to develop close personal relationships with people in the course of doing work.

**Global Focus**

Work in a company that will one day allow me to live and work overseas.

**Impact Society**

Work where I may contribute to the improvement of the country, society or the world.

**Influence Others**

Using appropriate interpersonal styles and methods to inspire and guide individuals.

**Innovation**

Where I can challenge established thought processes with inquisition.

**Intellectual Status**

Intellect and expertise is highly recognised and rewarded.

**Interpersonal Support**

Receiving regular and abundant emotional support, reassurance and appreciation.

**Knowledge**

New knowledge, learning and professional development is an important part of the values of the organisation.

**Location**

Live and work where I can do the things I enjoy or **where** other personal/family preferences can be realised.

**Loyalty**

Work where a high level of loyalty is valued.

**Make Decisions**

Work that involves having the authority and power to decide on action and decisions.

**Minimise Stress**

Work in an environment with minimal stress.

**Mobility**

Work where there are many opportunities to relocate when new work challenges are presented.

**Moral Affiliation**

Work with people who have similar ethics and values.

**Physical Challenge**

Work in a position that affords an opportunity to engage in physical activity.

**Position/Status**

Holding a position with a highly respected title or status relative to others.

**Power & Authority**

Work where I can make things happen and have a direct control over activities.

**Practical Results**

Performing work that results in concrete outputs or outcomes.

**Promotion Opportunities**

Earning positions of greater responsibility/status.

**Public Contact**

Work where extensive day-to-day contact with people (internal and external) is consistently part of the role.

**Recognition of Expertise**

Receiving rewards or recognition for expertise in technical or other specialised skill areas.

**Relationship Building**

Developing and maintaining working relationships requiring interactions and mutual support.

**Safety**

Work in an environment that adheres to and prioritises safety in the workplace.

**Technology**

Work in an environment that values and allows me to work with the latest technology.

**Travel**

Regularly travelling away from University/office to conduct work.

**Virtual Teams**

Work with colleagues from diverse geographic locations and cultures who rely on online platforms for communication.

## Motivation

What you've just created is NOT a list of will and won't do tasks. It has simply identified your natural motivators.

There is a strong correlation between motivation, satisfaction and performance. An individual who is highly motivated and engaged in their work, is more likely to be a high performer, more likely to succeed, and more likely to have a positive impact on the people around them.

But in your future study, jobs and careers, there will always be tasks that you don't enjoy, or situations you aren't as comfortable in.

These tasks might take more of your energy. If you are 'stuck' in an uncomfortable situation for a while, you might get frustrated or bored.

## Strategies

- Seek understanding and perspective – Is the task truly necessary? How does it contribute to the success of my goals, team or the company?
- Change your perception – Is there another way of looking at this task or situation? Are you learning new skills from this task or situation? Or is the task not enjoyable because you don't have the necessary skills to complete it?
- Split your tasks – Can you split your time between this task or situation, and others that you find more meaningful or engaging?
- Step away – Try scheduling short breaks during the day to mentally refresh. If you're in a lengthy situation, can you schedule a holiday, or a day of leave, to get away?
- Seek autonomy – Having clear goals, control over decisions, and full responsibility for how a task is completed can inspire motivation.
- Set goals – Set smaller goals and then reward yourself when you complete those goals.
- Get on with it – Don't procrastinate. Just get it done and then move onto something else.
- Ask for feedback – Positive feedback is an ego boost and helps solidify the task's importance, and constructive feedback can identify where to hone your skills.

## Summary

We all face situations or tasks from time to time that we don't find motivating or engaging.

The trick is to understand your preferences/motivations, learn how to respond so you can give your best self to your work and/or your team.

Ask yourself:

- How will you give your best in situations that don't naturally motivate you?
- How will you stay motivated and energetic when you're in these situations for a long period?

Ideally, you will overlay what you're good at with what you enjoy. But we don't always get to do the fun stuff every day.

We encourage you to constantly check in with this. Remember, what motivates you now, won't always motivate you in the future. Our motivators change, just like we do as humans.

## About Us.

**Jump Start Communications is the leading provider of face-to-face and online communication based skill building programs for young people.**

Research has proven that by developing social skills and ensuring young people are confident in the way they communicate, their lives are dramatically improved which in turn leads to a much more fulfilled and enjoyable life.

Jump Start Communications has recognised that despite the critical role that confident self-expression plays in the professional world, it is largely absent from the school and university curriculum across Australia.

Whilst technical and academic skills are vital, equipping our young people with the ability to express themselves confidently and authentically will dramatically transform their career prospects and be extremely beneficial to their well-being.

We are passionate about helping young people achieve their full potential to become confident individuals with strong self-expression and excellent communication skills that are required in the ever-evolving job market.

Want to know more? Get in touch today.

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