

MOTIVATION! FOLLOW YOUR PASSION

Community College Business Officers
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Motivation

- mo-ti·va-tion
- 1a. The act or process of motivating
- 1b. The condition of being motivated
- 2. A motivating force, stimulus, or influence: incentive, drive

Passion

- pas·sion
- The state of the mind when it is powerfully acted upon and influenced by something external to itself; the state of any particular faculty which, under such conditions, becomes extremely sensitive or uncontrollably excited.



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MOTIVATION THEORIES

Acquired Needs Theory

Activation Theory

Affect Perseverance

Attitude-Behavior Consistency

Attribution Theory

Cognitive Dissonance

Cognitive Evaluation Theory

CONTROL THEORY

Disconfirmation Bias

Drive Theory

Endowed Progress Effect

ERG Theory

Escape Theory

Expectancy Theory

Extrinsic Motivation

GOAL-SETTING THEORY

Intrinsic Motivation

INVESTMENT MODEL

Opponent-Process Theory

Positive Psychology

REACTANCE THEORY

Self-Determination Theory

SELF-DISCREPANCY THEORY

Side Bet Theory

The Transtheoretical Model of Change



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RECOGNIZED MOTIVATION THEORIES

- Expectancy (Vroom)
 - Foundation
 - Behaviors linked to outcomes.
 - Rewards vary in value to the individual.
 - Probability of success drives individual effort.
 - Focus is on how likely one is to receive the reward....relative to the effort.



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RECOGNIZED MOTIVATION THEORIES

- Hierarchy of Needs (Maslow)
 - Five basic human needs.
 - Basic physical needs.
 - Safety and security.
 - Belonging and love.
 - Esteem.
 - Self-actualization.
 - Lower level needs must be relatively satisfied before a higher level need can motivate.



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RECOGNIZED MOTIVATION THEORIES

- Motivation/Hygiene (Herzberg)
 - Hygiene factors (extrinsic) - job security, pay, working conditions, supervision, co-worker relations.
 - Motivation factors (intrinsic) – recognition, achievement, professional growth.
 - Unacceptable hygiene factors lead to job dissatisfaction...and acceptable conditions do not motivate.
 - Hygiene factors must be at acceptable levels before motivation factors can be in play.



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RECOGNIZED MOTIVATION THEORIES

- Theory X and Theory Y (McGregor)
 - Theory X managers – believe employees do not like to work...they must be controlled....and use an “authoritative” style of management.
 - Theory Y managers – believe employees dislike rigid controls and want to accomplish something....and use a “participative” management style.



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RECOGNIZED MOTIVATION THEORIES

- Equity Theory (Adams)
 - People want to be treated fairly.
 - People compare themselves to others and assess their treatment.
 - Perceptions may drive decisions.



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RECOGNIZED MOTIVATION THEORIES

- Behavioral Reinforcement (Skinner)
 - Behavior is determined by consequences
 - Positive reinforcement.
 - Negative reinforcement.
 - Punishment.
 - Extinction.



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MOTIVATIONAL ALIGNMENT

For both the employer and employee, consideration must be given to:

- Proper Alignment of:
 - People
 - Position
 - Values



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MOTIVATORS IN THE WORKPLACE

Advancement Opportunities

Job Security

Recognition

Professional Development

Work Life Balance

Co-Workers

Safe/Secure Environment

Schedule Flexibility

Intrinsic Motivation

Salary and Benefits

Respect

Collaborative Environment

Clear Goals

Boss' Attitude

Performance Evaluations

Trust

Open Communication

Effective Leadership and
Supervision

Others?



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IMPLICATIONS IN THE WORKPLACE

Motivation and engagement levels of employees will impact:

- Productivity – both short term and long term.
- Quality of Work.
- Customer Service – both external and internal.
- Job Satisfaction.
- Individual Performance.
- Team Performance.
- Student Recruitment, Retention and Placement.



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IMPLICATIONS FOR EMPLOYEES

Motivation and engagement levels of employees are impacted by:

- Time in career.
- Market conditions---local, regional, national, global.
- Organizational culture and values.
- Current Position – nature of work and time in position.
- Personal situations or interests.
- Situational factors.



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QUESTIONS FOR YOU & YOUR TEAM

- Are you, and your team TRULY motivated to be at work every day.....as evidenced by:
 - Attendance
 - Punctuality
 - Passion for the work
 - Seeking new assignments
 - Gaining and sharing knowledge



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QUESTIONS FOR YOU & YOUR TEAM

- Are you, and your team FULLY engaged in your work...and the vision, mission and values of your employer, as evidenced by:
 - Working effectively as a team leader or member.
 - Keeping an open mind on matters of change.
 - Strong belief in and support of the organization's mission, vision and values.
 - Supportive of other's perspectives.

If not.....



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HOW CAN ONE STAY FOCUSED...AND MOTIVATED

Assess Your Professional Portfolio, which includes:

- Experience
- Education
- Certifications
- Communication Skills
- Analytical Skills
- Technical Skills
- Interests
- Your “Travels to Date”



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HOW CAN ONE STAY FOCUSED...AND MOTIVATED

Determine.....

- Where You Want to Go
- How to Get There
- Who to Engage
- Realistic Goals/Expectations

Commit to your plan!



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To Enhance Success as you Travel...Be Engaged

Engagement is defined as.....

- a. The act of engaging : the state of being engaged.
- b. Emotional involvement or commitment.



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ENGAGEMENT CHALLENGES

To get engaged.....

- Listen to other perspectives.
- Be open, honest and fair in collaboration.
- Expect the same from your colleagues.
- Embrace change and transformation.
- Look for opportunities to enhance your portfolio.



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PORTFOLIO MANAGEMENT

In preparing your portfolio.....

- Define – your personal mission statement.
- Assess – interests, skills and opportunities.
- Plan – achievable goals, timelines and resources needed.
- Execute – work your plan every day.
- Reevaluate – check your progress and adjust course as needed.
- Contribute – add something to your portfolio on a regular basis (daily, weekly, monthly and annually).



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PORTFOLIO MANAGEMENT

In managing your portfolio.....and level of motivation and engagement.....

- Performance Evaluation Process – use this at all points in the process.
- Supervisor – we all have one and need to partner with them.
- Mentor/Sponsor – additional support for your portfolio enhancement.
- “Fit” – what is best for you and the organization.
- Flexibility/Adaptability – keep an open mind.
- Focus – Keep your eye on the target.
- Take ownership of your future.



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OPTIONS.....

In achieving your career goals...we all have options

- Continue on the current course and coast.
- Continue in your position with a plan in place.
- Engage your supervisor.
- Evaluate other opportunities inside or outside your organization.
- Do not make rash decisions.
- But, make a decision !!!
- With any change, always consider the “total package” before acting.



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LEADERSHIP CHALLENGES

Leaders like stability in staffing, but to really succeed, leaders must.....

- Actively develop team members....seek out their goals and aspirations
- Delegate for team member growth (and yours too!).
- Be willing to accept turnover and change.
- Embrace change through your leadership.
- Be a champion for your team members.
- Celebrate the successes of your team.



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QUESTIONS ?



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