Maintaining Motivation in Times of Uncertainty and Change Where Do We Go From Here?

AMERICAN SOCIETY OF SAFETY PROFESSIONALS
Greater Chicago Chapter

September 23, 2020

Presented by:

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Areas of Discussion

- What is Motivation?
- Factors Leading to Change and Why People Resist Change
- Displaying Personal Accountability and Leadership
- Strategies to Succeed During Times of Uncertainty and Change

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Motivation Defined

Directions: Using your Chat feature write a word or phrase that you use to define motivation and then identify the traits of a highly motivated person.

Motivation A Closer Look

Motivation Is A Latin Word, Which Means To Move And Can Be Thought Of As The Willingness Of An Individual To Respond To Organizational Requirements.

Koontz and O'Donnell Define It As " A General Term Applying To The Entire Class Of Drives, Desires, Needs Wishes & Similar Forces That Induce An Individual Or A Group Of People At Work."

3 Things To Know

- Motivation Must Start From Within
- Motivation Is A Process – “Process Is Everything”
- We Have To Reinforce Motivational Thinking Daily

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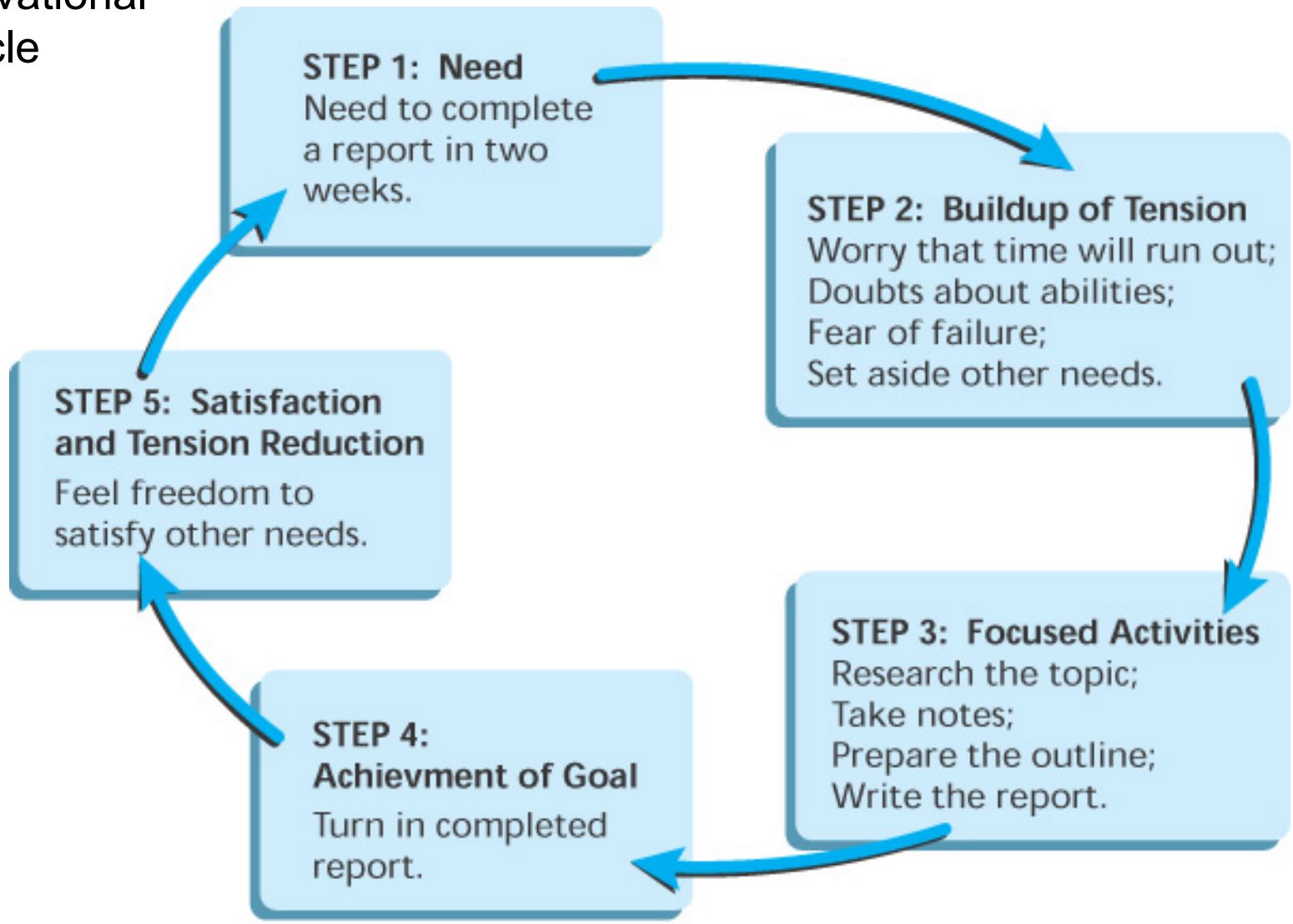
The Motivational Cycle



3 Types of Motivation

- *AMOTIVATION:* Occurs When An Individual Has Very Low Levels Of Motivation Towards Any Given Task And Lacks Competence And Commitment Towards Participation

- *EXTRINSIC MOTIVATION*: Drive That Is Caused By Motives That Are External Or Environmental

- *INTRINSIC MOTIVATION*: Internal Drive That People Have To Participate Or To Perform Well In An Endeavor

Motivation Is A Function of Willingness and Ability

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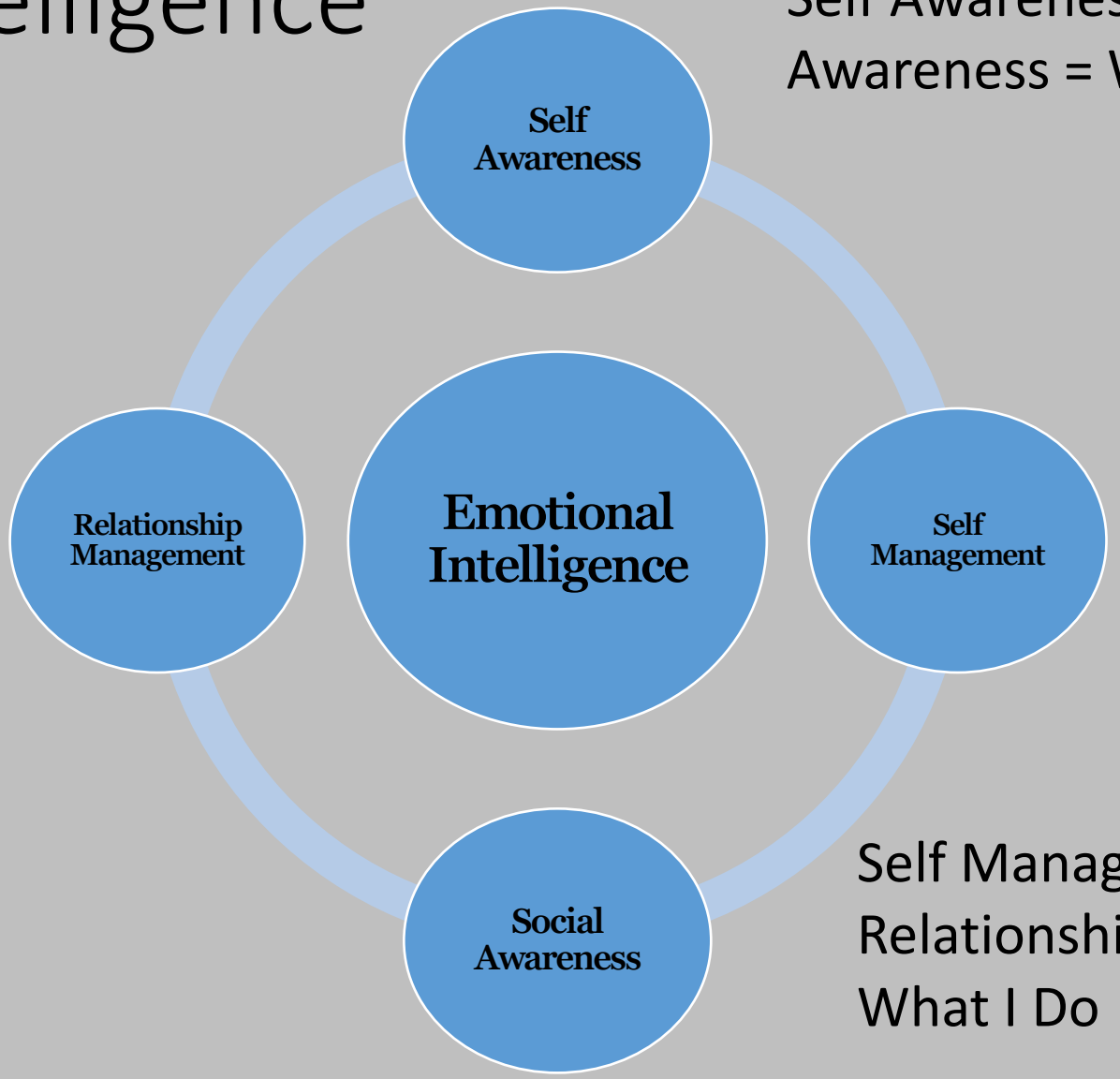
Emotional Intelligence EQ

Self Awareness + Social Awareness = What I See



"The ability to monitor one's own and others' feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions." *Salovey and Mayer (1990)*

Self Management + Relationship Management = What I Do

Maslow's Hierarchy of Needs

- People Tend To Satisfy Their Needs In A Particular Order

- Maslow's Theory Has Three Main Assumptions
  - People Have A Number Of Needs That Require Some Measure Of Satisfaction
  - Only Unsatisfied Needs Motivate Behavior
  - Needs Are Ordered According To Influence

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Considering Maslow's Theory

- Physiological Needs: In A Good Economy, These Needs Rarely Dominate
- Safety And Security Needs: Reflect Peoples' Desire For Predictability In Life
- Love/Belonging Needs: Two Major Aspects - Frequent, Positive Interaction With A Consistent Group And A Framework Of Stable, Long-term Caring And Concern
- Esteem Needs: Self-Esteem Describes How You Feel About Yourself Esteem Needs Relate To A Person's Self-Respect And The Respect He Or She Receives From Others
- Self-Actualization Needs: Represent A Person's Need For Growth And Rarely Fully Attained

Reconsidering Maslow's Theory

- Maslow's Theory Has Helped Us Understand Behavior
- The Hierarchy Should Not Be Taken Too Literally
- Research Shows Only Two Lowest Needs Are Hierarchical
- Humans Are Motivated At Any One Time By A Complex Array Of Needs

Ways of Satisfying Individual Work Needs

Need	Organizational Condition
➢Physiological	➢Pay, Breakfast or Lunch Programs, Company Services
➢Safety and Security	➢Co., Benefit Plans, Pay, 401(k), Tenure
➢Love/Belonging	➢Breaks, Sports/Work Teams, Social Events
➢Esteem	➢Recognition, Responsibility, Pay, Office
➢Self-Actualization	➢Challenge, Autonomy
➢Self-Transcendence	➢Engagement, Service to Others

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Understanding and Addressing Change

Internal Change Factors

- Technical Production Processes
  - Production
  - New Technologies
  - Quality
- Political Processes
  - New Organizational Goals
  - Conflict
  - New Leadership
- Organizational Culture
  - Values
  - Norms
  - New Member Socialization

External Change Factors

- Immediate Environment
  - Domestic Competition
  - Population Trends
  - Social Trends
  - Government Action
- General Environment
  - Foreign Competition
  - Social Movements
  - Political-Economic Movements
  - Technology
  - Culture Contact

Identifying Emotions and Managing Change

When Emotions and The Possibility of Change Become Overwhelming, You May Face:

- Emotional Loss of Control
- It May Result In Screaming, Crying, Physical And/Or Verbal Abuse
- There May Be Complete Avoidance Of The Issue Due To Fear Of Repeating The Scene

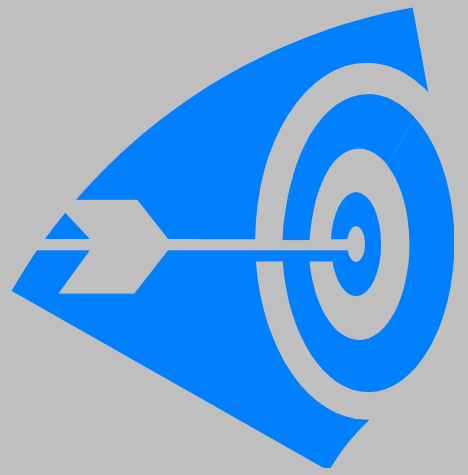
Identifying Emotions and Managing Their Effects

- By Separating The Interpretation From The Reality And Becoming Centered Within Ourselves; It Will Allow Us To Choose An Appropriate Action.

Personal Accountability and Leadership

Brand - A Trademark Or Distinctive Name Identifying A Product Or Manufacturer – Distinct And Recognizable

PERSONAL BRANDING – The Process By Which We Market Ourselves To Others



Your Personal Leadership Brand

1. Standards
2. Values
3. Unique Value Proposition (UVP)

Your Personal Brand Makes A Demand Only Upon You and An Invitation To Others

Personal Brand Questions To Consider

What Keeps You Up At Night Around/About Your Personal Brand?

What Promise(s) Does Your Personal Brand Make And To Whom?

What Is The User’s Experience (UX) With Your Personal Brand?

3 Things Reflection

Take a moment to reflect and write down:

- 3 Words You Want Associated With Your Personal Brand Today
- 3 Words You Believe Others Would Associate With Your Personal Brand Today
- 3 Words You Want Associated With Your Personal Brand In The Future

Putting It All Together – Success Strategies

Success Strategies

- Invest In Personal Renewal
- Have A Clear, Compelling, Concise and Frequently Communicated Vision
- Inspire With Positive, Inclusive Language and Seek Input From Others
- Cultivate Relationships
- Live In The Now
- Be Your Authentic Self

LET'S TALK
Thank-You

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Invest in Your People and Your Business Will Prosper.

"We're small but we're BIG on You!" TM

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