

How to Be a Self-Motivator Webinar Script

Introduction

Hello everyone, my name is Hannah Fields and I currently serve as the Graduate Assistant for Brilliant Bobcats programming in the Retention Management & Planning office at Texas State. Today I will be discussing what motivation is, the role motivation plays in getting things done, and how you can increase motivation to reach your goals. Let's get started!

What is Motivation?

Motivation is why we do what we do.

- It's a ***desire*** or the ***reason*** from within us that guides us to complete a goal or accomplish a task.
- It initiates goal-oriented behavior.
- It influences us to complete goals and tasks because of how we will feel once they are done.

Where does motivation come from?

- Motivation is made up of biological, emotional, social, and cognitive forces.
 - For example, we have a biological force of needing food to survive, which motivates us to obtain food.
- Abraham Maslow, who you may be familiar with from Maslow's hierarchy of needs, proposed that humans have an inherent motivation to better themselves.
 - We progressively satisfy lower level of needs, such as food and safety, to continue achieving higher level needs, like love and self-esteem.
- Sources of motivation include curiosity, autonomy, validation of one's identity and beliefs, creating a positive self-image, and desire to avoid losses.

Types of Motivation

There are two main types of motivation:

Intrinsic Motivation

- Arises from within the individual
- Powerful because it is integrated into identity; a continuous source of motivation
- People that love running because they like running itself are intrinsically motivated and this becomes part of their identity - they are a runner
- You are doing it for the joy of doing it. You love it so much; you would do it even if they weren't paying you

Extrinsic Motivation

- Arises from outside of the individual; incentives that arise outside of the individual; typically involve you receiving something
- Any reason we do the work other than the joy of doing the work itself
- May involve rewards such as money, social recognition, or praise
- May arise from outside pressure such as having to do something because you feel like you have to
 - Ex: my boss wants me to get this project done and if I don't, I'll get fired
- This type of motivation can die out easily over time

Harnessing Extrinsic Motivation - Expectancy Theory

Through his research, Psychologist Victor Vroom found that for an extrinsic motivator to work, it needs to include three elements:

- Expectancy: increased effort will lead to an increased performance
- Instrumentality: the belief that a better performance will be noticed and rewarded
- Valence: Actually wanting the reward that is promised

If you do not actually want the reward, whatever it may be, the forces extrinsic motivation can quickly fade away.

If extrinsic motivation can easily die out over time, how do we meet our goals?

Getting Things Done

Setting clear and defined goals that consider the value of what is to be gained from accomplishing the goal and how you will preserve through challenges can guide our ability to stay motivated from start to finish.

Setting Goals

The Why

When you need to set a goal or accomplish a task, first start by determining the **value** in completing that goal.

- Why does this goal matter to you?
- If the goal doesn't matter to you, reflect on why are you setting it?

Frame your goal as an asset to be gained rather than a punishment to be avoided.

- **Goal set with a punishment to be avoided:** I will strive to not miss assignments anymore because if I fail the semester again, I will be on academic suspension.
- **Goal set with an asset to be gained:** This semester, I will learn two new time management strategies by making a Study Skills appointment with SLAC to improve my ability to manage my time and turn assignments in before the deadline. This goal is relevant to me because I am working towards getting off academic probation.

Learning Goals vs. Performance Goals

When we set performance goals, this often puts an emphasis on our productivity rather than what we are learning or gaining from working towards completing this goal.

- **Performance Goal:** I will lose 20 pounds
- **Learning Goal:** I will learn more about nutrition and identify two new healthy recipes that I can make.

This can relieve some of the pressure that we place on ourselves. Always remember that productivity does not equal self-worth!

The How

Motivation is "why" you want to get something done, but "how" do you get something done?

Building Momentum

- You may have the motivation to make a change, reach a goal, or complete a task, but may feel stuck and unable to get there.
- Building momentum is how we can grow exponentially to complete a task
- Behavioral Momentum Theory (BMT) poses that when individuals complete three simple, undemanding requests right after the other we are more likely to comply with the difficult task that follows.
- Raising awareness of your momentum that already exists can help you be more positive about reaching your goals, rather than focusing on what you have not done.
- Building momentum for completing a homework task could be as simple as writing it in your planner, scheduling it in the calendar, grabbing a snack beforehand, and setting up your pomodoro timer for a homework/study session. These are all small, simple things that help build your momentum for getting tasks done.

Persevering through difficult tasks

- **Focus on the positive consequences of the activity**
 - Sometimes this can be as simple as the learning opportunity that came from completing the tasks
- **Think about something that you are looking forward to once you have completed the goal or task**
 - For example, hanging out with friends after you finish a big exam
- **Track your progress**
 - Monitor and track what you have done to complete a task or goal
 - Seeing your progress increase overtime can give you the positive boost you need to keep going

Accomplishing Goals

The key to accomplishing your goals and tasks is to track your progress

- Monitor and track what you have done to complete a task or goal
- Seeing your progress increase overtime can give you the positive boost you need to keep going

Procrastination

- If you are someone who struggles with procrastination, know that you are not alone.
- Often, procrastination does not come from our lack of ability to get something down, but rather becoming so overwhelmed that we start to lose that momentum, or we can't even build it to begin with.
- If you become overwhelmed and lose motivation because you have so many things to do, start breaking things into smaller chunks and check things off as you go. This is helpful if you struggle with procrastination as well.
- I recommend using this pomodoro timer app (show tomato timers). You can set tasks and work on them in smaller chunks. This helps build momentum to keep going.
- You can also utilize a habit tracker app to see what you have accomplished over time
 - Tracking habits can help you catch which behaviors might be holding you back
 - Celebrate the small victories and steps that you are making towards accomplishing tasks and goals

Things to Keep in Mind

Rome wasn't built in a day. Remember to give yourself grace and the time to accomplish your goals reasonably. We are not perfect and there will be times where we mess up or have setbacks. Remind yourself that it takes time and effort to reach goals.

One size doesn't fit all. If a certain motivation technique works for your friend, but it just isn't clicking with you, that's okay! We are all unique and have different values and desires that guide our motivation.

Life is a highway. It might sound cheesy, but it really is about the journey. Fixating on the outcome of accomplishing a task can impair motivation and decrease persistence. Focus instead on what you have learned or are going to learn in the process of accomplishing a task or a goal. Reflect on the strategies that have been effective and rewarding and where you could improve for next time.

Activity

Now that we have talked a little bit about motivation, there are a couple activities that you will find next to the webinar. These activities are designed to increase your awareness of how you approach work and how to build new habits.

The first activity is the Motivation Work-Style scale. The purpose of this activity is to reflect on how you currently approach work and how this may be helping or hindering you in reaching your goals and accomplishing tasks.

The second activity focuses on building new habits. You will set an "If, then" plan for starting new habits and curbing behaviors that have prevented you from accomplishing goals and completing tasks in the past.

Thank you for watching! If you would like more support on this topic, please reach out to me at hef31@txstate.edu.

Sources

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