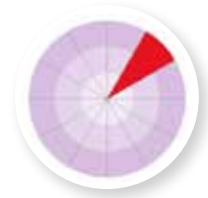


COACH

Motivating Others



Motivating others is one of the Coach style behaviors in the Sphere of Influence 360°.

When motivating people, you encourage them to get the most out of themselves. You show interest in their pursuits, aspirations, passions, and dreams. You try to find out what motivates them and help them realize their goals.



“Motivation is the art of getting people to do what you want them to do because they want to do it.”

- Dwight D. Eisenhower

Exercise 1: What motivates others

In this exercise, we encourage you to find out what motivates people: to ask questions that stimulate them to reflect on what they really want. Below, you will find three questions that can help you retrieve this information:

- What gives you **energy**?
- What are you **proud** of?
- What are your **dreams**?

These are questions you can ask your employees as a manager or colleague when you notice that one of your co-workers could use some extra motivation.

Keep in mind that these are personal questions. Therefore, it is better to ask them when you have enough time for the answer, preferably when nobody else can listen in and when the other seems open to your encouragement.

If you are in a coaching situation, it may be preferable to write the answers down in the tables below.

Ask people what gives them **energy**:



Ask people about the things they are **proud** of:



Ask people about their **dreams**:



Exercise 2: Define a goal

After reflecting, feeling, and dreaming, the next step is to find out someone's next goal. Looking at their answers about what gives them energy, what makes them proud, and what they dream, what would be their next goal? If they can indicate this, write it down in the table below.

What is your next **goal**?



Exercise 3: Baby steps

Making a start with new goals can be challenging. What often helps is to break a goal down into smaller steps. Working with the person you are motivating, retrieve and write down the required steps in the following tables. Encourage them to celebrate every time they succeed in a certain step, as the celebrating part helps them stay motivated while working towards their goal.

What will be your first **step**?



How are you going to celebrate when you succeed in this first step?



What will be your second **step**?



How are you going to celebrate when you succeed in this second step?



What will be your third **step**?



How are you going to celebrate when you succeed in this third step?



Evaluation:

How did your attempt to motivate others work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?