

SELF MOTIVATION

*"We should not wait for inspiration to start a thing.
Action always generates inspiration."*

--Frank Tibolt

Just thinking about "motivating yourself" can seem like yet another chore in your already busy day. But in order to motivate others, you must first motivate yourself. Everyday. Like taking a bath!

Plan your day. Let the day respond to you rather than the other way around. Act on the critical difference between creating and responding.

Be "lazy." Many of our most daunting tasks never get done or they "hang" over us draining our joy and enthusiasm for daaaaays until deadlines force us to take action. So accept that you are going to begin a task now, but you are going to smile and feel silly as you flow into the task like a person made of water. This removes the anxiety and dread about getting started in the first place.

Think "nickels." A nickel is just 5% of a dollar. Nickels are easy and effortless. Giving something a 5% effort is easy and allows you to get started and an overwhelming task is slowly chiseled down to size.

Stop stinkin'! You have more than 45,00 thoughts each day. Take control of them and new patterns in your thinking and performance will emerge.

Go for an Academy Award! Be an actor. View the changes you want to see in yourself as a role you are playing until they become a real part of who you are. "We do not sing because we are happy, we are happy because we sing." (William James)

Encourage your staff to "own their own attitude, morale and responses" regarding the situations they face at work every day. Here's one to get them started: *"If your job is not fun, you're not doing it right."* (Fran Tarkenton)

The best motivation comes from inside a person. You cannot manage the behavior or emotions of other people. (You can make yourself nuts trying!) When counseling your staff on tardiness or other bad work habits for example, remind them that everyone has self-discipline, but not everyone chooses to use it. And that you need them to tap into their self-discipline regarding the particular issue.

Listen to your staff members and be a manager who understands. That is a manager they can respect and follow. If you listen to them, they will be in a better frame of mind to listen to you. Then when there is an issue, you and the employee can make an agreement.

Managing agreements is the key to getting employees to be self-motivated.