

Project Conference 2018

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Ready, Set, Engage! Motivating People to Peak Performance

Myths of Motivation

Celebrate What You Want To See More Of!

Help People Find Their Place!

Employee Engagement

The Cost of Disengaged and Disinterested Employees

Engage!

The Challenge of a Diverse Workforce

21st Century Motivation

Additional Thoughts and Notes:

YOUR PERSONAL S.W.O.T. ANALYSIS

STRENGTHS INVENTORY	WEAKNESSES INVENTORY
<ul style="list-style-type: none"> ☞ What degrees, certifications, connections, travel experience, languages, achievements, technical knowledge stand out? ☞ What do other people say you do well? Look back on assessments, grades, evaluations, comments. ☞ What are your personal Core Values? ☞ What 3 things do you do better than anyone, do as well as anyone, or simply love to do? ☞ DO NOT BE MODEST! Be a marketer! 	<ul style="list-style-type: none"> ☞ Know yourself: what areas do you see as weak. Be objective. ☞ What kinds of jobs and tasks do you avoid due to a lack of confidence, skill, or preference? ☞ Ask people you trust to share their lists of areas that need improvement. ☞ Look around you. What do other people have mastered that you haven't?
OPPORTUNITIES INVENTORY	THREATS INVENTORY
<ul style="list-style-type: none"> ☞ What are the Mega-trends in your industry? In your company? Up and down the supply chain? Any opportunity for "spin-offs?" ☞ What would you do if you knew you couldn't fail? What can you do or what can you learn that will open doors to new possibilities? ☞ What is your network telling you? ☞ Are there people in your organization or other organizations retiring soon? Is there a succession plan? ☞ Are there volunteer opportunities to expand your contacts, skills, knowledge, and experience. 	<ul style="list-style-type: none"> ☞ What do "they" got that you haven't got? ☞ Anything about you, your job, your organization or your industry that may become obsolete? ☞ Do you only think of improvement, not of transformation? ☞ Consider a threat as an invitation to MOVE!

YOUR PERSONAL ENGAGEMENT PLAN

STRENGTHS	WEAKNESSES
<p>How are you going to leverage your strengths? Write 3 goals.</p>	<p>What are you going to do to mitigate your weaknesses? Write 3 goals.</p>
OPPORTUNITIES	THREATS
<p>How are you going to take advantage of the opportunities? Write 3 goals.</p>	<p>What are you going to do about the threats? How are you going to translate them into opportunities for improvement? Write 3 goals</p>

REFERENCE: HOW TO INTERACT WITH DIFFERENT PERSONALITIES

DiSC: Behavioral Descriptions from the work of William Moulton Marston

D = Dominant: Productive, competitive, aggressive, headstrong

If you are a D...

- show patience
- display sensitivity
- get into the details
- allow deliberation

When working with a D...

- give them the bottom line
- be brief
- focus your discussion narrowly
- avoid making generalizations
- refrain from repeating yourself
- focus on solutions rather than problems.

i = Influencing: Talkative, enthusiastic, spontaneous, enthusiastic

If you are an i...

- follow-through completely
- research all the facts
- speak directly and candidly
- stay focused for long periods

When working with an i...

- share your experiences
- allow the i style person time to ask questions and talk themselves,
- focus on the positives,
- avoid overloading them with details, and
- don't interrupt them.

S = Steady: Peaceful, loyal, good listener, dependable

• If you are an S...

- quickly adapt to change or unclear expectations
- multitask
- promote themselves
- confront others

• When working with an S...

- be personal and amiable
- express your interest in them and what you expect from them
- take time to provide clarification
- be polite
- avoid being confrontational, overly aggressive or rude

C = Compliant: Systematic, detailed, organized orderly

• If you are a C...

- let go of and delegate tasks
- compromise for the good of the team
- join in social events and celebrations
- make quicker decisions

• When working with a C

- focus on facts and details
- minimize "pep talk" or emotional language
- be patient, persistent and diplomatic

Introverts/Extroverts

- **Introverts: Reticent, energized having time alone, has a rich inner world, contemplative**
- **Working with them:**
 - Let them think to speak
 - Give them time to make decisions
 - Appreciate their need to work alone
 - Carefully listen to them
 - Let them learn at their own pace
 - Respect their private nature
- **Extroverts: Outgoing, gregarious, less filtered, sociable**
- **Working with them:**
 - Let them speak to think
 - Let them dive right in
 - Encourage their enthusiasm
 - Listen to their many ideas
 - Respect their independent nature
 - Let them multi-task

Type A/Type B

- **Type A**
 - Focused
 - Logical and analytical
 - Detailed
 - Structured
- **Working with them:**
 - Don't annoy them
 - Be SMART (specific, measurable, achievable, results-focused, and time-bound)...remember ambiguity is painful
- **Type B**
 - Procrastinators
 - Easily distracted
 - Playful
 - Easy going
- **Working with them:**
 - Help them focus
 - Lighten up
 - Don't rush them but set sequential deadlines: nothing motivates like a deadline

Left Brained/Right Brained

- **Left Brained**
 - Logical, strategic, facts, words
 - Go details to big picture
 - Will read directions
- **Working with them:**
 - Understand their need for control.
 - Provide structure and details.
 - Tap them for editing and auditing.
 - Respect their discipline and learn from it.
 - Encourage them to cultivate diverse interests...move out of their comfort zone.
 - Let them outline

- **Right Brained**
 - Creative, curious and intuitive
 - Go big picture to details
 - Will launch into task
- **Working with them:**
 - May be absent minded: this is different than carelessness.
 - Show them, don't just tell them.
 - Integrate the random thoughts.
 - Thinking IS working...give them time.
 - Let them summarize

Optimist/Pessimist

- **Optimist**
 - A disposition or tendency to look on the more favorable side of events or conditions and to expect the most favorable outcome.
 - The belief that goodness pervades reality.
- **Working with them:**
 - Make a case for realism
 - Tend to have short planning horizons...extend them.
 - Sometimes projections are based more on desire than rationality
- **Pessimist**
 - The tendency to see, anticipate, or emphasize only bad or undesirable outcomes, results, conditions, problems, etc.
- **Working with them:**
 - Learn more optimistic language and perspectives.
 - Know that things are not permanent, persistent, or personal.
 - Solutions Thinking rather than Problems Thinking.
 - Accept the "devil's advocate" when discussing outcomes: do not dismiss them as pessimistic.