

# Motivating Yourself and Others



**Objective:** To examine the importance of motivation; To help student to determine how they are motivated best; To analyze the most effective ways to motivate others.

**Materials needed:** One copy of the “What Motivates You?” worksheet (S188) for each student, One copy of the “Motivating Others” worksheet (S190) for each student.

## **Process:**

1. Ask the students to define the concept of motivation. Take multiple suggestions from the students and write them all on the board. Then ask the students to combine the suggestions into a single definition of the concept. If your students do not include the following in their definitions, you may want to suggest these components.
  - Inciting to action
  - Provide with incentives
  - Psychological or physical desire
2. After the students have created their working definition of motivation, begin a discussion on the role of motivation in leadership. Ask for examples of situations where it was important for leaders to be able to motivate their followers. Who were the leaders who provided the motivation in these situations? Did these leaders use good motivation skills? Could a better result have been reached if the leader had been able to better motivate his / her followers?
3. Explain to the students that in this exercise they will be examining two different personality types and the ways that each type needs to be motivated. Explain the difference between a person who is motivated from the outside and one who is motivated from the inside.
  - Motivated from the outside – Responds best to external motivations and cares a great deal about what others think of him / her.

- Motivated from the inside – Responds best to internal motivations and cares most about what he / she thinks about himself / herself
4. Give each student one copy of the “What Motivates You?” worksheet. Explain that they should answer the questions as quickly and honestly as possible in order to get the most accurate results.
  5. Allow the students fifteen minutes to complete the worksheet and calculate their results.
  6. After all of the students have completed their worksheets, ask for volunteers to share their results. Ask each volunteer to share a specific example of either an internal or external motivation that helped them to accomplish a goal.
  7. Give each student one copy of the “Motivating Others” worksheet. Explain that they should use the worksheet to identify specific ways to motivate individuals in each situation.
  8. Allow the students thirty minutes to complete the worksheet.
  9. After all of the students have completed their worksheets, ask for volunteers to share their responses to each of the situations on the worksheet. Encourage the students to expand on the ideas of their classmates and to share multiple responses for each scenario.

**Discussion:**

- Is it possible for your motivations to change? Why or why not?
- Do different things motivate you in different circumstances? What are some examples of your shifting motivations?
- Why is it important for a leader to recognize what motivates his / her followers?
- What can you do to increase your awareness of the things that motivate others?
- Why is it important for a leader to recognize what motivates him / her?
- What can you do to increase your awareness of your own motivations?

**Journal Topic:**

- According to the “What Motivates You?” worksheet, are you better motivated by external means or internal? Do you agree with this conclusion? Why or why not? Think about a goal you have right now. What is that goal? How are you motivating yourself to achieve that goal? What kind of reward do you envision for yourself when you think of this goal? Are these motivations internal or external? Are your motivations the most effective possible with your personality type? If you are motivated best internally, are your motivations with this goal, internal? If you are motivated best externally, are your motivations with this goal external. If not, how do you need to shift your motivations to fit better with your personality type? Do you think you will be more successful if you match your practical motivations with your personality type? Why or why not? (A69)

**Possible Test Questions:**

- What is motivation?
- Why is it important for a leader to recognize what motivates his / her followers?
- Why is it important for a leader to recognize what motivates him / her?

**TEKS Incorporated:**

- Social Studies 113.32 (19A), (25B); 113.36 (1A), (15C); 113.37 (8A), (16C).
- English Language Arts 110.42 (3A), (16F); 110.43 (3A), (16F); 110.44 (3A); 110.45 (3A), (16F).

# What Motivates You?

Read each question, then circle A or B for the option that you would most likely choose.



1. You are offered two roles in the school play. Which one would you choose?
  - a. The lead role that is glamorous and gets you a lot of attention
  - b. Another part that is less glamorous but lets you use more of your acting skills
2. You are offered two jobs. Which will you choose?
  - a. The one that pays the most
  - b. The one that you would really love doing, even though the pay is not very good
3. You are choosing between two classes. Which one will you sign up for?
  - a. The easier one
  - b. The more interesting, more challenging one
4. You must read at least one book this semester. Which will you choose?
  - a. One book from the list the teacher has given you
  - b. Five books of your own choosing that are just as long
5. Two people have invited you out. Which will you choose?
  - a. The person who is most fashionable to be seen with
  - b. The much more interesting but less popular person
6. Which do you feel you learn more from?
  - a. Studying for a class so you can get an A
  - b. Studying for a class because you are interested in it
7. Which feels better to you?
  - a. Cleaning your room so you will get your allowance
  - b. Cleaning your room because you want to
8. In general, which is more important to your decision-making?
  - a. Appearances
  - b. Meaning

9. In deciding between two sports, which will you choose?

- a. The one that gives trophies to the best players at the end of the season
- b. The one that's the most fun

10. In general, which are you more interested in?

- a. Quantity
- b. Quality



**Scoring:**

Add up the total number of times that you circled each letter.

Total A's: \_\_\_\_\_

Total B's: \_\_\_\_\_

- If you scored eight or more A's, you respond best to external motivations. You care a lot about what people think of you.
- If you scored eight or more B's, you respond best to internal motivations. You care more about your own opinion of yourself than what others think of you.

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# Motivating Others

For each scenario, think of one way to motivate someone who is motivated from the inside and someone who is motivated from the outside.

1. You are a physics tutor at your high school. Peter is struggling in physics and comes to your tutoring sessions twice a week. However, he has a poor attitude about the class and tutoring, and does not exert much effort to learn the subject matter. What can you do to help Peter change his attitude about physics?

- a. If Peter is motivated from the **INSIDE**, a good way to change his attitude is to \_\_\_\_\_

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- b. If Peter is motivated from the **OUTSIDE**, a good way to change his attitude is to \_\_\_\_\_

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2. You are president of the junior class. Your class is in charge of raising the money to fund the junior / senior prom, and the principle way that you raise funds is through a snack bar in the gym. You are having problems getting your classmates to volunteer to run the snack bar. What can you do to increase interest in the snack bar?

- a. For the students who are motivated from the **INSIDE**, the best way to increase involvement in the snack bar is

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- b. For the students who are motivated from the OUTSIDE, the best way to increase involvement in the snack bar is \_\_\_\_\_

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3. You are organizing a canned food drive at your school for the Thanksgiving holiday. You are trying to get as much teacher participation in your project as possible. How will you get your teachers to help with the canned food drive?

- a. For the teachers who are motivated from the INSIDE, the best way to increase involvement in the canned food drive is \_\_\_\_\_

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- b. For the teachers who are motivated from the OUTSIDE, the best way to increase involvement in the canned food drive is \_\_\_\_\_

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4. Your little sister is a complete slob, and her room is a disaster. Your grandparents are coming to visit your family next week, and your mom has put you in charge of making sure the house gets clean. It is especially important for your sister's room to be clean so your grandparents can stay in that room. You don't want to have to clean the whole house by yourself. How will you get your sister to clean her fair share?

- a. If your sister is motivated from the INSIDE, the best way to get her involved in the cleaning is \_\_\_\_\_

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b. If your sister is motivated from the OUTSIDE, the best way to her involved in the cleaning is \_\_\_\_\_

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5. You are a senior and you are preparing to go to college next year. You have already taken the SAT once, but you did not do well enough to get into the one school that you really want to attend. You have one more chance to take the SAT, improve your score and get into your favorite school, but you are so frustrated that it is hard to study for the test. What will you do to motivate yourself to study every day?



a. If you are motivated from the INSIDE, the best way to increase your interest in studying is \_\_\_\_\_

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b. If you are motivated from the OUTSIDE, the best way to increase your interest in studying is \_\_\_\_\_

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