



MOTIVATION HOMEWORK

FEAR AND DESIRE

1. Identify three things you've been motivated to do or change in your life at any time in the past because of a desire. What did you do or change? What was the desire that motivated you to do it?

2. Identify three things you've been motivated to do or not do, change or not change, because of fear. What did you do or change, not do or not change? What were you afraid of?

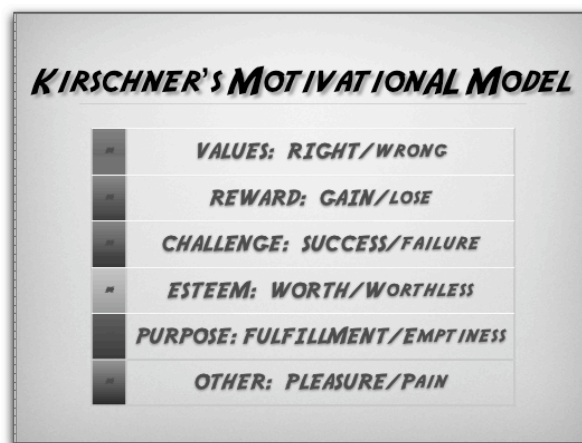
3. Have you ever gotten a speeding ticket? Or been in trouble anywhere for any reason? What was the incident? What did you learn from it? How has this affected your life?

4. What is something you want to change in your life right now? Why? Is it fear or desire or both? Elaborate.

KIRSCHNER'S MOTIVATIONAL MODEL

According to the Kirschner model, there are six motivational sets, each with a TOWARDS side and an AWAY side. These sets play an important role in the choices people make.

Rather than having one set of motivations for everything you do, you have different motivations for different situations and activities. Your motivations depend on where you are, who you're with, and what matters most to you in that context. On a separate sheet of paper, answer the following.



VALUES

Give an example of something you've done, are doing, or plan to do based on what you perceive as the right thing to do. What about that is important to you?

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, because of what you perceive as the wrong thing to do, or not to do. What about that is important to you?

REWARD

Give an example of something you've done, are doing, or plan to do, in order to get a reward of some kind. Is the reward intrinsic or extrinsic?

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, in order to avoid a punishment. Is the punishment intrinsic or extrinsic?



CHALLENGE

Give an example of something you've done, are doing, or plan to do, for the sake of a challenge, and the potential to succeed at it. Is this something involving other people in order to meet the challenge, or something that requires only you?

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, in order to avoid failure.

ESTEEM

Give an example of something you've done, are doing, or plan to do, in order to enhance your reputation, or be valued and appreciated by others.

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, in order to avoid shame or dishonor.

PURPOSE

Give an example of something you've done, are doing, or plan to do, that offers you no material benefit or compensation, in order to fulfill your sense of purpose.

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, in order to prevent or eliminate a sense of emptiness in your life.

OTHER

Give an example of something you've done, are doing, or plan to do, in order to experience pleasure.

Give an example of something you've done or not done, are doing or not doing, or plan to do or not to do, in order to prevent, avoid or eliminate pain.

WHAT IS YOUR DESIRED OUTCOME?

In a sentence or two, describe something you would really like to do that you've somehow not yet done.



KIRSCHNER'S MODEL AND YOUR DESIRED OUTCOME

In this exercise, take your time, brainstorm as many reasons for each motivation as possible.

VALUES

Now, what makes taking the necessary steps for your desired outcome the right thing for you to do, and what makes not taking those steps the wrong thing to do?

EXAMPLE: Why is doing your homework in this class the right thing to do? Because otherwise you have wasted your investment of money and time. It's wrong to waste either when both are so precious. And, more importantly, because some day, something important may actually depend on your ability to persuade! You've got to be prepared to be persuasive, so you can do the right thing if and when you are called on to do so!

YOUR TURN:

REWARD

EXAMPLE: Intrinsic reward is the confidence that comes from preparation. Extrinsic reward is being able to build stronger relationships, gain influence and prestige, and get what you want! What do you gain by taking steps towards your desired outcome? What do you lose by not taking those steps?

YOUR TURN:

CHALLENGE

EXAMPLE: To acquire new skills is a big challenge. The number one cause of failure to learn is a failure to try. Yet you have learned new skills. You've met this challenge successfully in your life. You learned by doing. Not doing leads to failure. Doing leads to success. I challenge you to rise to the occasion, find the focus needed to do these exercises and succeed at what you've begun.

What makes taking the necessary steps a worthwhile challenge for you? What success can you experience in taking those steps? What is the failure you will experience by not taking those steps?

YOUR TURN:



ESTEEM

EXAMPLE: Understanding your own motivation gives you the inside track on making stronger choices. Not understanding what motivates you leaves you feeling like an outsider to your life.

How will taking the necessary steps towards your desired outcome increase your self-esteem and the regard in which others hold you? How will not taking those steps diminish your self-worth and deprive you of the esteem of others?

YOUR TURN:

PURPOSE

Purpose is all about your idea of the ideal, and living congruently with that ideal. How will taking the necessary steps towards your desired outcome fulfill your sense of purpose in life? How would not taking those steps deny you that sense of meaning in your life?

YOUR TURN:

OTHER

EXAMPLE: Doing the homework and learning about motivation can give you the pleasure of knowing why you make the choices you make; the joy of bringing your ideas to fruition; the comfort of being in front of a change instead of dragged along behind it. Not knowing about motivation might make it harder to avoid the pain of rejection, of hurt feelings, or feeling helpless to stop a bad idea from winning out over a better one.

Where is the pleasure in taking the necessary steps towards your desired outcome? What pain can you avoid by taking those steps? What pain might you experience in your life if you didn't take those steps?

YOUR TURN:



STACKING THE MOTIVATIONAL DECK:

Confidence comes from preparation, and fortune favors the prepared mind. The quicker you are at identifying your motivations, the more natural this activity will seem. So consider this the lightning round. Revisit your desired outcome another time, and do this exercise. Using Kirschner's Motivational Model, identify a motivation of each type, either towards or away or both.

VALUES:

Why is it right to do this?

Why is it wrong not to do it?

REWARD:

What do you stand to gain as a reward for doing it?

What do you stand to lose if you don't do it?

ESTEEM:

How will doing this enhance your reputation or esteem in the opinion of others?

How will not doing it undermine your reputation or esteem in the opinion of others?

CHALLENGE:

How will doing this help you to succeed in your life?

How will not doing it contribute to your failure in life?

PURPOSE:

What makes doing this fulfilling to you as a human being?

What would be left unfulfilled in you if you didn't do it?

OTHER:

What pleasure will you experience by doing this?

What pain will you experience by not doing it?

Motivations change, depending on the specific goal, objective, desire or fear. In this context, which of these motivations is the strongest for you, or matters most? Which of these motivations is the weakest, or matters least? Which of these motivations require more attention and development on your part in order to fully understand them?

Now, place these motivations in a stack, by order of importance for you. Put the most important motivation on the bottom of the stack, as support for the layer above it. Once you've prioritized, read the motivations from the top down, and then the bottom up, and notice how each effects your overall motivation to take action.



WEAKEST MOTIVATION

STRONGEST MOTIVATION



FIND OUT WHY

Find a partner who is willing to talk with you about his or her own motivations. Ask them the following questions.

Where do you have a lot of motivation in your life?

What do you like about that part of your life?

Why do you like that part of your life?

Where do you lack motivation in your life?

What don't you like about not having motivation in that part of your life?

Why don't you like not having motivation in that part of your life?

Why is that important to you? (Or NOT important to you?)

SUGGESTION:

Invest the rest of this day watching, listening for, and asking about motivation.

Whenever there is something that you have to do or want to do, invest a little thinking time about your own motivation towards and away.