
Motivation and Goal Setting

— (especially during difficult times) —

What is this workshop about?

Outline/Agenda:

- *What is motivation?
- *Why do we lose motivation?
- *How can we regain motivation?
- *How do we set goals?
- *How can goal-setting help us?
- *How can we support each other in getting and/or staying motivated?

Purpose:

The purpose of this workshop is to start a conversation about motivation and share our ideas and experiences.

While I have researched some strategies that you are welcome to try, we are all different and there is no one-size-fits-all approach to setting goals or motivating ourselves.

Please share your own thoughts and ideas!

Definition: What is Motivation?

1. The reason or reasons one has for behaving in a particular way.
2. The general desire or willingness of someone to do something.

Every action we take in our lives, good or bad, is caused by some form of motivation -- there is a reason for every behavior!

Motivation is **PERSONAL**: everyone's reasons are unique to their own life.



Intrinsic vs. Extrinsic Motivation

Extrinsic Motivation

Motivated to perform an activity to earn a reward or avoid punishment



Intrinsic Motivation

Motivated to perform an activity for its own sake and personal rewards



For Example...

“I am reading this book because I enjoy it and want to know how it ends.”

Intrinsic or Extrinsic?

“I’m going running because it helps me clear my head and feel healthy.”

Intrinsic or Extrinsic?

“I am reading this book because we have a test on it, and I don’t want to fail.”

Intrinsic or Extrinsic?

“I’m going running because I want to improve my one-mile time this spring.”

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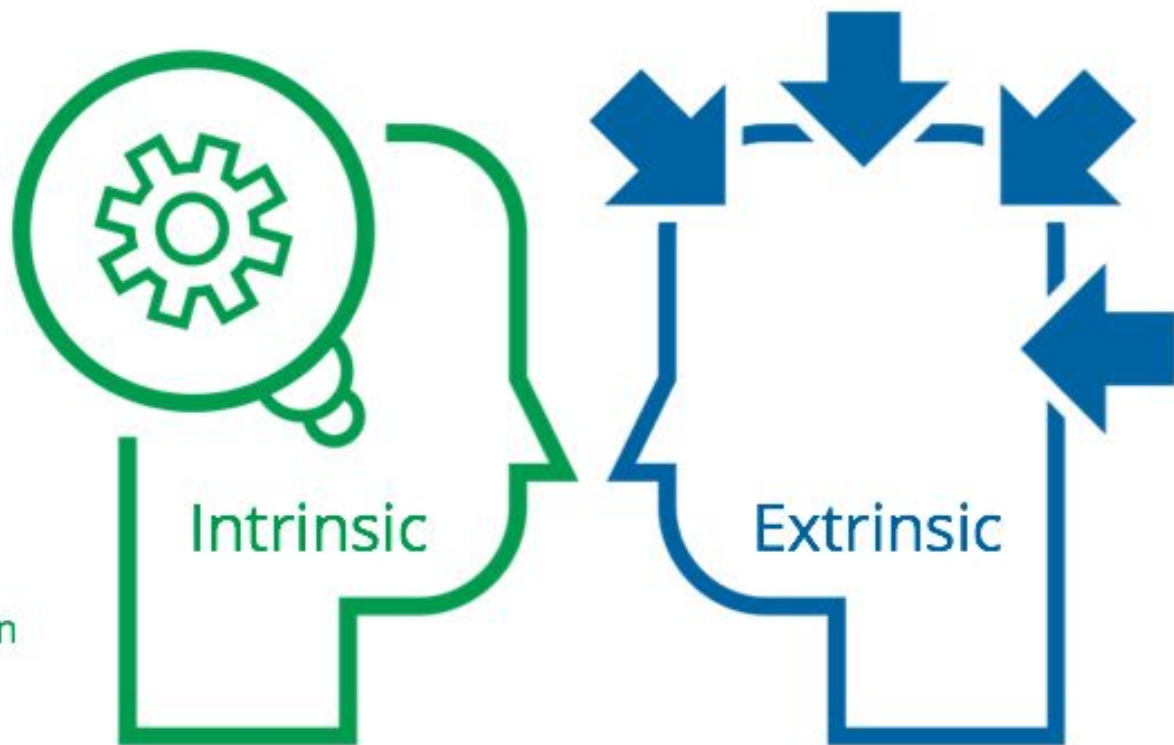
Intrinsic or Extrinsic?

IT DEPENDS -- need more information on WHY this person wants to improve...

INTRINSIC VS. EXTRINSIC MOTIVATION: WHY WE DO WHAT WE DO

Because of the interest and enjoyment in the task itself

- Enjoyment
- Purpose
- Growth
- Curiosity
- Passion
- Self-expression
- Fun



Because of the outcome that will result by doing the task

- Promotions
- Pay raises
- Bonuses
- Benefits
- Prizes
- Winning
- Perks

And now for the fun
examples...your answers
from the survey!



What motivates you to go to practice?

"The fact that I'll be able to improve my rowing and health."

"My friends and my coaches and my beautiful boats motivate me to come to practice."

"My friends and coaches."

"Seeing my teammates."

"Putting my mindset to be better."

"My friends."

"The people that go with me."

"Myself."

What motivates you to finish a hard workout?

"Knowing that it's for my benefit and once I finish it, I'll be better off than if I just give up."

"My coaches and my friends cheering me and supporting me motivates me to finish a hard workout."

"My friends and coaches."

"Knowing that it's going to help my body, mind."

"Taking out all my stress out."

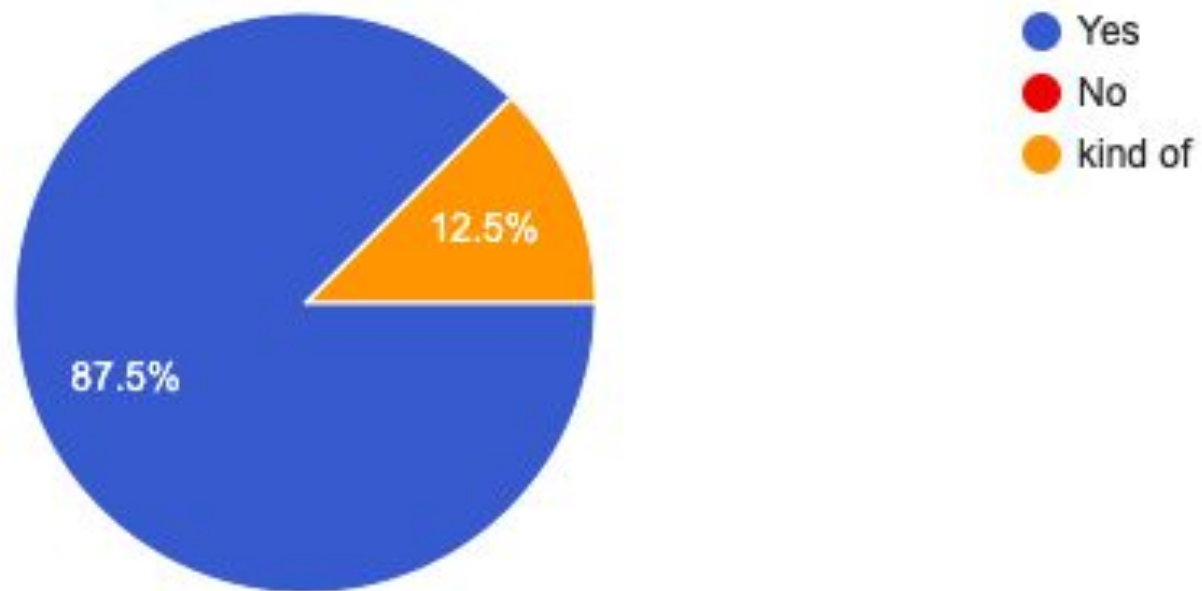
"Myself."

"My teammates."

"Idk."

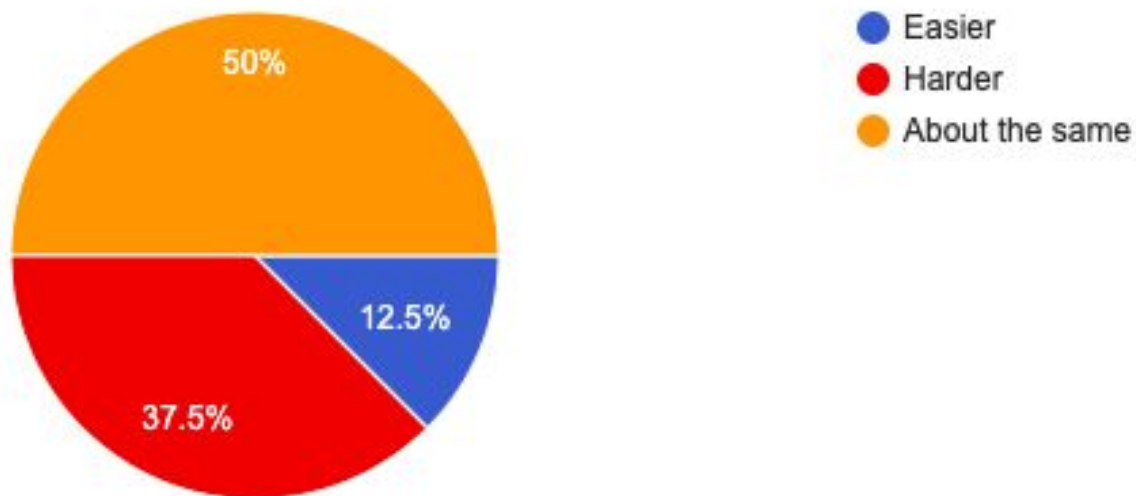
Do you enjoy exercise in general?

8 responses



Do you find training on your own easier or harder than attending practice and working out with the team?

8 responses



Is either form of motivation right or wrong?

NO!

An activity is “**intrinsically motivating**” if you enjoy doing it for its own sake, and would continue to do it without external rewards or punishments.

It’s great when we are able to find such activities, and we should always look for opportunities to follow our passions!

However, there are many things we **have** to do in our lives, even if we do not find them enjoyable at all. In these situations, we need extrinsic motivation.



What happens when we lose motivation?



Discussion Questions

- 1) Which is more likely to disappear: intrinsic or extrinsic motivation? Why?
- 2) Have you ever lost your motivation to do an activity (intrinsic or extrinsic)?
What was that like?
- 3) What strategies do you use to stay motivated for activities that are important to your life?

Your Comments on Motivation

"I stay motivated easily when it comes to my favorite hobbies such as dancing running and basketball and also RNY, I can't forget about that because those are the things that help me release my stress and my problems. It is harder for me to be motivated when it comes to doing chores because I am someone who can be lazy and think what is the point of doing it or like it sucks so I am not going to do it. Also, reading bc I don't really have a small space in my house where I calmly read my book that I like or not like."

"I had to stay with the electronic all day to play games and do homework. I find harder to make me to wake up early to get ready for online learning. But I forced myself to wake up because I don't want to be late 😞"

"I find it hard to do ma homework because they give so much homework at once."

"I find it easy to motivate myself to finish my school work."

"I just do it."

Strategies for overcoming a loss of motivation

1. Time Management: Routines and Habit Formation



*Some things we do without thinking because it is an expectation that we do it every day (ex. attending school, before pandemic).

*Creating a schedule for yourself can set routines.

*Try to complete the same tasks at around the same time every day (ex. workout at 4PM).

*Habit formation -- takes ~21 days.

2. Pairing Sources of Motivation

Pairing Extrinsic Motivation

*Reward yourself for completing a task or punish yourself for not completing it.

*Example: Watch an episode of your favorite TV show to reward yourself for finishing an assignment.

*Ask someone else to help you set consequences, for example a parent (they may not need to be asked).

Pairing Intrinsic Motivation

*Complete intrinsically motivating activity at the same time as less enjoyable activity.

*Example: Create a playlist of your favorite songs to play while you complete chores.

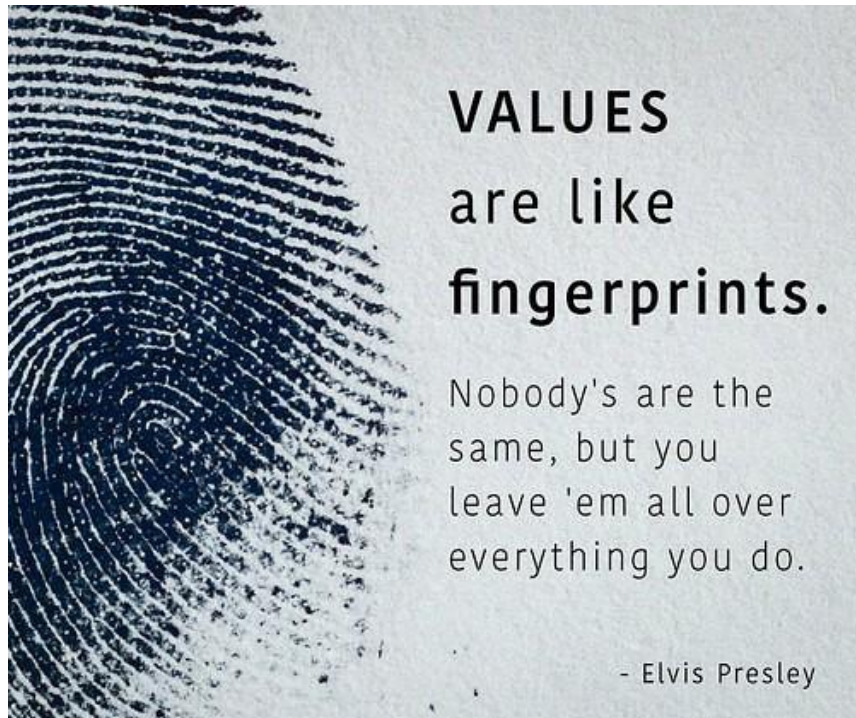
3. Self-Reflection: Identifying Values

Definition of “Value”:

a person's principles or standards of behavior;
one's judgment of what is important in life

Just like motivation, our values are personal and unique to each of us.

Reflecting on our personal values can help us understand what motivates us, and we can apply that to all areas of our lives.





UNIVERSALISM

UNDERSTANDING, APPRECIATION, TOLERANCE AND PROTECTION FOR THE WELFARE OF ALL PEOPLE AND FOR NATURE.



BENEVOLENCE

PRESERVATION AND ENHANCEMENT OF THE WELFARE OF PEOPLE WITH WHOM ONE IS IN FREQUENT PERSONAL CONTACT.



TRADITION

RESPECT, COMMITMENT AND ACCEPTANCE OF THE CUSTOMS AND IDEAS THAT TRADITIONAL CULTURE OR RELIGION PROVIDE THE SELF.



CONFORMITY

RESTRAINT OF ACTIONS, INCLINATIONS AND IMPULSES LIKELY TO UPSET OR HARM OTHERS AND VIOLATE SOCIAL EXPECTATIONS OR NORMS.



SECURITY

SAFETY, HARMONY, AND STABILITY OF SOCIETY, OF RELATIONSHIPS, AND OF SELF.



POWER

SOCIAL STATUS AND PRESTIGE, CONTROL OR DOMINANCE OVER PEOPLE AND RESOURCES.



ACHIEVEMENT

PERSONAL SUCCESS THROUGH DEMONSTRATING COMPETENCE ACCORDING TO SOCIAL STANDARDS.



HEDONISM

PLEASURE AND SENSUOUS GRATIFICATION FOR ONESELF.



STIMULATION

EXCITEMENT, NOVELTY AND CHALLENGE IN LIFE.



SELF-DIRECTION

INDEPENDENT THOUGHT AND ACTION - CHOOSING, CREATING, EXPLORING.

Self-Reflection Exercise #1

Step 1: Choose an activity or task that you do not enjoy, but you do it anyway (most of the time).

-- Example: I don't love washing my dishes, but I still do it after I cook and/or eat.

Step 2: Identify the source of extrinsic motivation for that activity.

-- Example: The people that I live with will be upset with me if I leave dirty dishes in the sink.

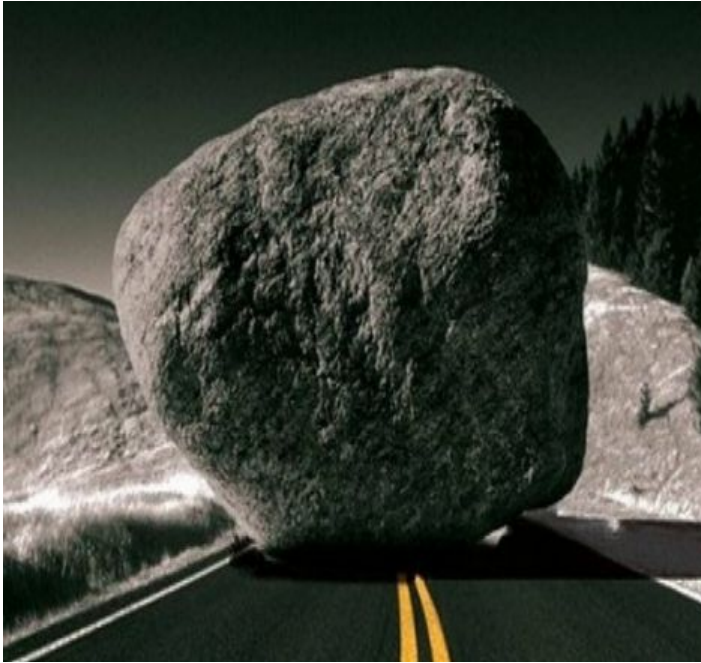
Step 3: Think about why that extrinsic motivation is important to you.

-- Example: I care about having good relationships with the people I see every day.

Step 4: See if one or more of the values from the chart explains your actions.

-- Example: My actions might show that I value Benevolence and/or Security.

4. Self-Reflection: Identifying Obstacles



*Internal obstacles are created within ourselves/our minds. Can be fixed on our own or talking through strategies with others (ex. therapy if it's serious).

*External obstacles are created by the outside world, sometimes we can overcome them on our own or with help, but sometimes we can't.

For example, COVID19 is creating many obstacles in our daily lives at the moment.

Self-Reflection Exercise #2

Step 1: Identify an activity or task that you **want** to do or think you **should** do, but you often have trouble completing.

-- Example: many people have trouble motivating themselves to exercise

Step 2: List any **external** reasons you cannot complete this task.

-- Common examples include: not enough time due to other responsibilities, lack of equipment or space, lack of knowledge about how to do it, lack of support from others, physical problems such as injury, etc.

Step 3: List any **internal** reasons you cannot complete this task.

-- Common examples include: don't enjoy it, feeling tired/sore, not confident, not feeling supported*, etc.

Step 4: Can you get rid of any of these obstacles? Or do you need to shift your goals? [continued in next section...]

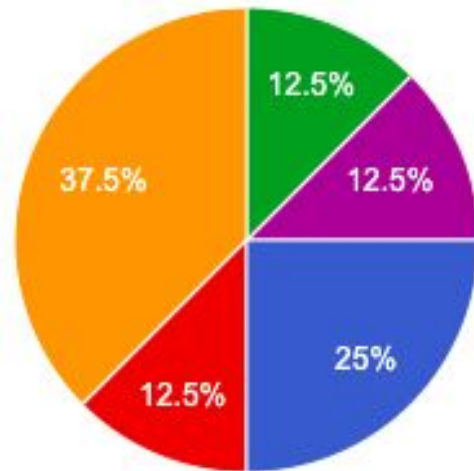
5. Goal Setting: Motivation From Your Future Self

- *Setting and achieving goals creates both extrinsic and intrinsic motivation.
 - Reward for achieving goal
 - Sense of accomplishment from achieving goal
- *Setting a goal forces us to reflect on what is important to us (our values).
- *Setting a goal creates a sense of optimism and excitement for the future.

How do we feel about setting goals?

Setting goals for myself is _____.

8 responses



- Easy
- Difficult
- I don't know, I've never done it
- It can be easy or difficult depending on the goal and how motivated I am to complete it
- mediocre

Does anyone remember SMART Goals?

Specific



Measurable



Attainable



Relevant



Time-based



SMART Goals Self-Reflection Exercise

We're going to talk about what each letter means and then practice applying the concept to our own goals.

S -- Specific

The goal is clearly defined or identified.

Ask yourself:

*What do I want to accomplish?

*What are the steps/process to reaching this goal?

*What resources or assistance will I need to accomplish this goal?

Specific goal: Exercise 3x per week for 30 minutes.

NOT a specific goal: Exercise more.

M -- Measurable

There is a clear and concrete way to track your progress and know when the goal has been accomplished.

Ask yourself:

*How will I know whether this goal has been accomplished?

*How will I measure my progress and steps toward achieving this goal?

Measurable goal: Improve my average by 5 points.

NOT a measurable goal: Do better in school.

A -- Attainable

The goal is challenging but realistic to achieve in your chosen time frame.

Ask yourself:

- *Do I have the skills, knowledge, and/or resources to accomplish this goal?
- *Have other people accomplished this goal? Can anyone help me?
- *What obstacles will I have to overcome to achieve this goal?

Attainable goal: Do a circuit at home 3x/week this month.

NOT an attainable goal: Go to the gym 3x/week this month (gym is closed due to coronavirus...)

R -- Relevant

The goal matters to you, and accomplishing it will improve your life.

Ask yourself:

*If I were to share my goal with others, what would I tell them to convince them it was a worthwhile goal?

*How will accomplishing this goal help me?

*Why is this goal important to me?

Relevant goal: Learn to speak a common language (ex. Spanish).

NOT a relevant goal: Learn to speak Elvish.

T -- Time-based

There is a deadline by which the goal will be accomplished or not accomplished.

Ask yourself:

*When should I reach this goal?

*Does this deadline feel realistic?

*Are there multiple steps to complete this goal? Do the steps have deadlines?

Time-based goal: Read one book by the end of this week.

NOT a time-based goal: Read more.

Try It Out

SMART Goal Questionnaire:

<http://www.sau24.org/attachments/article/1224/SMART%20Goal%20Questionnaire.pdf>

Accomplishing Goals

Challenges We Might Face

1. Self-Efficacy
 2. Fixed vs. Growth Mindset
 3. Accountability & Feedback
 4. Support
-

Self-Efficacy

*Self-efficacy: an individual's self-confidence and faith that they have the potential of performing the task

*High self-efficacy \Rightarrow higher effort

Low self-efficacy \Rightarrow more likely to give up

*Importance of choosing goals that are ATTAINABLE

*Positive Feedback Loop -- belief in self leads to more effort, which leads to more success, which leads to more belief in self

- Low self-efficacy can also create a negative feedback loop*

*not to be confused with a biological negative feedback loop

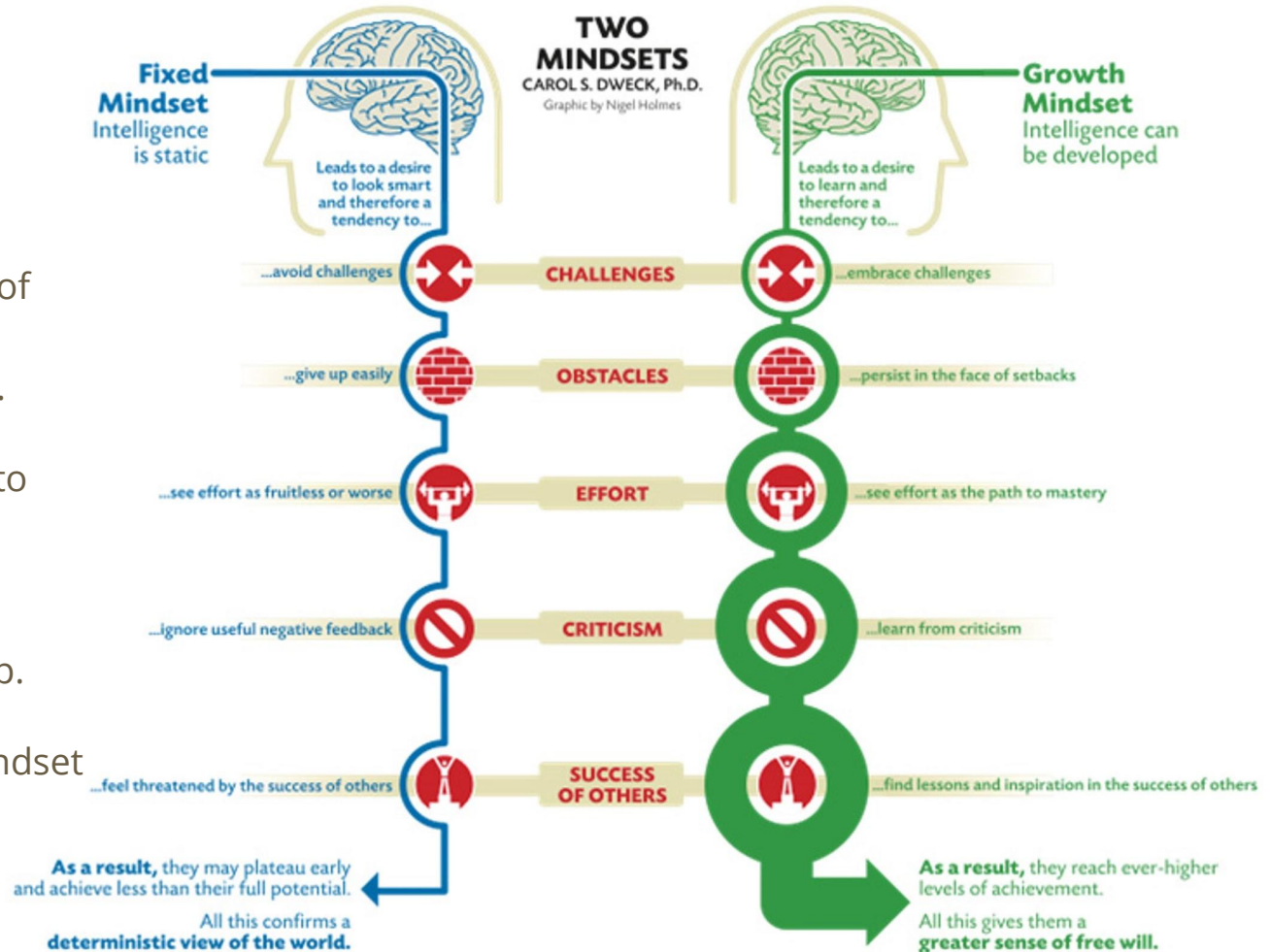
Fixed vs. Growth Mindset

*Mindset impacts our sense of self-efficacy as well as our commitment to setting goals.

*Fixed mindset ⇒ less likely to ask for help when facing obstacles.

*Same positive feedback loop.

*How can we change our mindset from fixed to growth?



10 Growth Mindset Statements

FIXED MINDSET



What can I say to myself?

GROWTH MINDSET



INSTEAD OF:

I'm not good at this.

I'm awesome at this.

I give up.

This is too hard.

I can't make this any better.

I just can't do Math.

I made a mistake.

She's so smart. I will never be that smart.

It's good enough.

Plan "A" didn't work.

TRY THINKING:

1 What am I missing?

2 I'm on the right track.

3 I'll use some of the strategies we've learned.

4 This may take some time and effort.

5 I can always improve so I'll keep trying.

6 I'm going to train my brain in Math.

7 Mistakes help me to learn better.

8 I'm going to figure out how she does it.

9 Is it really my best work?

10 Good thing the alphabet has 25 more letters!

(Original source unknown)

@sylvia duckworth

Accountability and Feedback

*Self accountability -- you suffer if you don't work towards your goals

- Importance of choosing goals that are RELEVANT

*Accountability from others -- working towards a goal that serves a higher purpose/helps those around you

*Short-term goals ⇒ faster reward, easier to stay accountable

Long-term goals ⇒ may need to break into smaller steps

- Importance of choosing goals that are TIME-BASED

*Feedback -- how to know if you're making progress or not

- Feedback can come from other people
- Can also come from your own observation

Support

*More likely to stay motivated if the people around us also support our goals and believe in their importance.

- Benefit of having teammates, family, a strong community

*Support \neq actively helping

- Knowing your goal is valuable to someone else, not just yourself.
- Someone to talk to about any struggles you're having related to the goal.
- Same goal \Rightarrow can motivate each other

Brainstorming Session

- *How can teammates support each other to stay motivated right now?
 - *How can coaches help you stay motivated right now?
- *Any other questions, comments, concerns about anything going on?