

# Mental Bench Press

12.02.09

## Motivation

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If you want to make things happen the ability to motivate yourself and others is a crucial skill. At work, home, and everywhere in between, people use motivation to get results. Motivation requires a delicate balance of communication, structure, and incentives. These 20 tactics will help you maximize motivation in yourself and others.

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**1. Consequences** – Never use threats. They'll turn people against you. But making people aware of the negative consequences of not getting results (for everyone involved) can have a big impact. This one is also big for self motivation. If you don't get your act together, will you ever get what you want?

**2. Pleasure** – This is the old carrot on a stick technique. Providing pleasurable rewards creates eager and productive people.

**3. Performance incentives** – Appeal to people's selfish nature. Give them the opportunity to earn more for themselves by earning more for you.

**4. Detailed instructions** – If you want a specific result, give specific instructions. People work better when they know exactly what's expected.

**5. Short and long term goals** – Use both short and long term goals to guide the action process and create an overall philosophy.

**6. Kindness** – Get people on your side and they'll want to help you. Piss them off and they'll do everything they can to screw you over.

**7. Deadlines** – Many people are most productive right before a big deadline. They also have a hard time focusing until that deadline is looming overhead. Use this to your advantage by setting up a series of mini-deadlines building up to an end result.

**8. Team Spirit** – Create an environment of camaraderie. People work more effectively when they feel like part of team — they don't want to let others down.

**9. Recognize achievement** – Make a point to recognize achievements one-on-one and also in group settings. People like to see that their work isn't being ignored.

**10. Personal stake** – Think about the personal stake of others. What do they need? By understanding this you'll be able to keep people happy and productive.

**11. Concentrate on outcomes** – No one likes to work with someone standing over their shoulder. Focus on outcomes — make it clear what you want and cut people loose to get it done on their own.

**12. Trust and Respect** – Give people the trust and respect they deserve and they'll respond to requests much more favorably.

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**13. Create challenges** – People are happy when they're progressing towards a goal. Give them the opportunity to face new and difficult problems and they'll be more enthusiastic.

**14. Let people be creative** – Don't expect everyone to do things your way. Allowing people to be creative creates a more optimistic environment and can lead to awesome new ideas.

**15. Constructive criticism** – Often people don't realize what they're doing wrong. Let them know. Most people want to improve and will make an effort once they know how to do it.

**16. Demand improvement** – Don't let people stagnate. Each time someone advances raise the bar a little higher (especially for yourself).

**17. Make it fun** – Work is most enjoyable when it doesn't feel like work at all. Let people have fun and the positive environment will lead to better results.

**18. Create opportunities** – Give people the opportunity to advance. Let them know that hard work will pay off.

**19. Communication** – Keep the communication channels open. By being aware of potential problems you can fix them before a serious dispute arises.

**20. Make it stimulating** – Mix it up. Don't ask people to do the same boring tasks all the time. A stimulating environment creates enthusiasm and the opportunity for "big picture" thinking.

Master these key points and you'll increase motivation with a bit of hard work.

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*Strengthen your mind and you'll have a powerfully fulfilling life.*