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## Self-Motivation

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***Successful performance about anything requires that you be able to keep yourself motivated. Self-motivation is central to everything positive that you want to do in your life. Perhaps, it is even more important than your self-esteem. Discouragement and lack of motivation hits everyone at some time or the other. Individuals need to know the variety of techniques that could motivate them at times of depression and disappointment. This would boost life into the individuals' actions and enable them to keep going during tough times.***

*“Motivation is an inside job. A manager alone can't motivate or revitalize people, just as a gardener can't grow plants without the right soil or weather. But a manager can create the conditions for self-motivation.”*

– Jim Clemmer, International Keynote Speaker,  
Workshop Leader, Author and President of The Clemmer Group.

### Introduction

Motivated employees are crucial to the success of any organization. Earlier, employees were driven mostly by the financial incentives offered by the company.

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However, with the changing times, employees are also changing and are looking for other incentives to motivate themselves. This hard bottom-line reality may imply that managers cannot rely as much as they might have in the past on using financial incentives to drive employee engagement.

Motivating others is not always an easy task and many companies are striving hard as to how to get their workers ready to tackle a job. One way to look at motivating employees is to use self-motivation.

Employees often face the problem of how to keep themselves motivated and excited about their job. The manager's job is to get things done through employees. In order to get the things done, managers should be able to motivate their employees. They need to understand why people do things (that is, what motivates them?) so that they can convince their employees to work towards the goals of the organization. It is also necessary to provide such an environment which ensures their employees, by working towards the organizational goals, are also achieving some of their individual goals, such as financial rewards or personal rewards like recognition or job satisfaction or a combination of any number of things that the employee considers to be important.

Motivation refers to an inner feeling, strong desire, goal or expectation about something. Sometimes individuals may not have the necessary level of inner drive to bridge the gap between what they actually have and what they want. Self-motivation is what gears them to work to achieve their desire and bridge this gap.

### **Need for Self-Motivation**

Many research studies have found that financial motivators do not produce long-term performance and productivity results. Even some researchers have found that reward programs that only emphasize on cash incentives, actually 'de-motivate' staff by shifting the goal from a sense of accomplishment and contribution, to attain financial reward. One of the best ways to enhance employee motivation is to focus on the employee's feelings of value and connection to the overall mission of the organization.

Employees need self-motivation because they cannot always rely on others to encourage them. If they have positive friends who are always there at times of

need then they are indeed lucky and very much in the minority. The employees must rely on self-motivation to get through the tougher personal and job life. Lack of self-motivation at that time could lead to depression. Self-motivation is very much needed because if one doesn't encourage oneself to accept opportunity and challenge, who else will do that?

*Self-motivation is also needed to plan and find direction, to take up a new activity, hobby or challenge, to be enthusiastic about life and living, to have the courage to see things through, despite negative comments from others.*

### **Self-Motivation Strategies**

A number of options are available today for individuals to be self-motivated. A brief about some of the strategies is captured below.

#### **Renovate through Relationships**

Very often people are caught in some subtle issues—issues regarding human bonds. They are called subtle owing to the sensitivity of matters. No relationship becomes strong until and unless it is revamped thoroughly. In these modern times many fail to do equal justice to the various roles played by them. This resides somewhere in the corner of the subconscious mind and often makes us feel guilty conscious. Once our consciousness succumbs to this, some disappointments exert a thrust which saps out the interest in the work. In order to avoid this, one should regularly brush-up one's relationships. They should be kept afresh through a proper communication mode. So as to make the relationship work as a motivator, one should choose those who inspire and challenge, not just those they are comfortable being around with.

#### **Seize Time to Contemplate**

Never call it a day without pondering on the overall happenings of the day. The employees have to reflect on the things and assess where and in which context one won and in which, lost things to others. Never take it for granted that being successful in life is winning each and every thing. It's better to lose things and it's as common as life itself. But allow one to learn something or the other from each lost battle. Those are the mentors which continuously reshape and equip with

the necessary database to encounter similar situations. This is because life in this world is very short and, more or less, one goes through similar situations.

### **Dare to Dream**

This is what the inner potential can achieve. According to Sigmund Freud, "Man dreams only that which he has the ability to achieve." Dreams are nothing but the reflections of man's desires, unfulfilled ambitions, and unresolved conflicts. Mould the dream in such a way that it becomes a vision. Grab some time to dream.

### **Strive to Achieve**

Not just dreaming but a continuous effort has to be made to realize the dream. Schedule the activities in such a way that it fits your ambition. Trace a graph about the productivity of the activities. The only way to grow is by growing yourself. Growth is always accomplished outside of one's comfort zone. If you only do what you've always done, you'll never master new skills.

### **Catch Forty Winks**

Enjoy the pleasure of leisure. But it is often found that people try to take leisure doing some or the other work. And that is work but not leisure. Let us not forget that sleep is a divine gift to us. So enjoy the pleasure of leisure by going to bed instead of substituting it with some other activity. We should always remember that sleep and health are the fuel of energy.

### **Shadow Other Leaders**

Learn from the leaders you admire. Don't just read about them—observe them first hand. Find role models worthy of your attention, those who lead in the manner you aspire to lead and those who have influenced others as you desire to influence.

### **Recoil to Rejuvenate**

At least once a year, if not more frequently, set aside a day to review your life. Remove yourself from the distractions of a typical day. This will most likely require 'retreating' to a location where you are inspired and inaccessible by phone.

Take time to enjoy the little pleasures in life and not just the significant life events.

### **Clarify your Values**

Roy Disney said when values are clear, decision-making is easy. One can't think of anything as important to success as a leader than truly knowing what is important to oneself, which means having boundaries defined by values.

It is this consistency of the inner and outer life that enables a leader to live from the inside out.

### **Be an L'Allegro**

The poet laureate of ancient times, Milton, identified the significance of positive thoughts. He created a man, in his poem, L'Allegro—the embodiment of optimism. L'Allegro sees life in everything. One needs to draw in L'Allegro into one's personality who could induce optimism. So have an optimistic outlook.

### **Conclusion**

The attitude is to be moulded in such a way that it moves an individual forward. One should examine particularly motivating factors and reorganize the viewpoint and rejuvenate enthusiasm. This attitude would keep the people going forward or keeps them on track. Start every day afresh with new aspirations. Remember, today is the day which is under your control. Yesterday and tomorrow stay beyond your reach. Anthony Robbins says, "Will today be the day you decide once and for all to make your life consistent with the quality of your spirit?" Then start by proclaiming, "This is who I am. This is what my life is about. And this is what I'm going to do. Nothing will stop me from achieving my destiny. I will not be denied!"

Let us take a genuine and honest look at our lives. Start living life to the fullest. Make life, a real one. Make each moment count. Live today and live happy.

### Advantages of Motivation

Managers can't motivate their employees. But they can create an environment which is conducive to employees and remove the barriers to motivation that employees experience. Creating this favorable environment pays off in many practical ways.

*Reduces turnover:* Employees who like their jobs stay in it longer.

*Saves time and money:* Lower turnover means the business spends less time and money hiring and training new employees. There is also frequently less loss and fewer accidents.

*Raises productivity and performance standards:* When a business develops, experienced employees who have been with the organization for an extended time, get things done faster and better.

*Reduces absenteeism and tardiness:* Motivated workers come to work on time and they come in when scheduled.

*Reduces problems:* Motivated employees solve many of their own problems without your having to get involved.

*Creates a more pleasant work environment:* Motivated employees like their jobs and look forward to coming to work.

Every employee has special needs, interests, values, and personal goals. Identifying these things will help managers understand what employees want and need from their jobs, which will help them create an environment conducive to motivation. But they must be willing to spend the time to talk with their employees and learn more about them in order to identify their needs, interests, values, and goals.

Source: [http://wy.essortment.com/selfmotivation\\_pzc.htm](http://wy.essortment.com/selfmotivation_pzc.htm)

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