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Understanding what drives us can be a game changer in both personal and professional settings. The Motivation Assessment Scale is designed to help you test your motivation, offering insights into what fuels your ambitions and goals. With this assessment for motivation, you can gain clarity on your inner drivers and make informed choices that align with your true self.Get startedFor teams, coaches & recruitersUnderstanding what energizes you at work is essential for fostering a fulfilling career. The Motivators Assessment is a valuable tool that identifies the key factors that inspire and motivate you in both your personal life and professional endeavors. By reflecting on your intrinsic drivers, this assessment allows you to pinpoint what truly fuels your ambitions, helping you navigate your career path with intention and purpose. Whether you're seeking to improve job satisfaction or align your goals with your values, this assessment provides a clear framework for understanding your motivators.Knowing your motivators is crucial for both personal fulfillment and professional success. When you test motivation through tools like the Motivation Assessment Scale, you gain invaluable insights into what truly drives you. This clarity not only helps in making informed career choices but also plays a significant role in employee motivation assessment, allowing organizations to cultivate environments that resonate with their team's intrinsic values.Combining motivation with personality and cognitive measures offers a comprehensive approach to understanding what truly drives individuals. This integration allows for a more nuanced perspective, particularly beneficial for students exploring their paths and career changers seeking new directions. A motivation test for students can reveal intrinsic drivers that align with their academic pursuits, while a motivation test for career changers can help identify the key factors that inspire a shift in professional focus. By recognizing the interplay between motivation and personality traits, individuals can make informed choices that resonate with their values and aspirations, leading to more meaningful engagements in both personal and professional realms.Get a list of things that motivate you and use it as an inventoryBecome more self-aware of what your drivers to success are and focus on themShare your motivators test results with friends and see how you compareTake this assessment when you're at ease, undisturbed and ready to focus.Our instructions will guide you through the process. It's easy - just go with your gut feeling.After completing the test, you will receive your feedback immediatelyShare your results with anyone, with just a click of a buttonthis scale measures your desire for personal growth and self-improvement. A high score suggests that you are highly motivated by the opportunity to develop your skills, knowledge, and potential, and that you continually seek to improve yourself and attain a high level of proficiency in your pursuits.this scale assesses your motivation to compete and succeed over others. A high score on this scale indicates that you are motivated by opportunities to demonstrate your superiority or dominance, and you thrive in situations where you can outperform others.this scale measures how much you are motivated by challenges and high-pressure situations. A high score suggests that you find stress and challenges energizing and inspiring, and that you are able to use these situations to fuel your motivation and productivity.The Motivational Assessment Test, alternatively known as motivation style test or drive assessment, can help identify what motivates you at work and in life. By understanding your motivators, you can better align your career and personal goals, leading to greater satisfaction and achievement. The Motivational Assessment is grounded in several theories of motivation, including Maslow's hierarchy of needs, Herzberg's two-factor theory, and Self-Determination Theory by Deci and Ryan.This Motivational Assessment helps individuals understand their primary motivational drivers. This understanding can guide goal-setting and decision-making, promoting personal growth. In interpersonal settings, it can aid in predicting behavior and fostering mutual understanding.For example, in the workplace, the Motivational Assessment can be used to identify the best fit for a particular job or project. By understanding an individual's primary motivators, employers can assign tasks that align with their strengths and interests, leading to increased job satisfaction and productivity. Additionally, the assessment can be used to identify potential conflicts within a team. For instance, if one team member is motivated by competition while another is motivated by collaboration, the team leader can work to find a balance that satisfies both individuals. Overall, the Motivational Assessment can be a valuable tool for improving communication, teamwork, and overall job performance.Maslow's hierarchy of needs: Maslow, A. H. (1943). A theory of human motivation. Psychological Review, 50(4), 370-396.Herzberg's two-factor theory: Herzberg, F., Mausner, B., & Snyderman, B. B. (1959). The motivation to work (Vol. 1). John Wiley & Sons.Self-Determination Theory by Deci and Ryan: Deci, E. L., & Ryan, R. M. (1985). Intrinsic motivation and self-determination in human behavior. Plenum.Application of motivation theories in personal growth: Elliot, A. J., & Dweck, C. S. (Eds.). (2005). Handbook of competence and motivation. The Guilford Press.Use of motivational assessment in the workplace: Latham, G. P., & Pinder, C. C. (2005). Work motivation theory and research at the dawn of the twenty-first century. Annual Review of Psychology, 56, 485-516.Role of motivation assessment in team dynamics: Steers, R. M., Mowday, R. T., & Shapiro, D. L. (2004). Introduction to special topic forum: The future of work motivation theory. Academy of Management Review, 29(3), 379-387.Importance of motivation assessment in leadership development: Locke, E. A., & Latham, G. P. (2004). What should we do about motivation theory? Six recommendations for the twenty-first century. Academy of Management Review, 29(3), 388-403.Psychometrics and Mathematics PhD, SWPS & LSEOur tools are developed by psychologists, psychometricians and cognitive scientistswith research experience from institutions like these: Ever wondered what keeps you going when challenges arise or what pushes you to go the extra mile? This self motivation test is designed to help you explore your inner drive and determination. So, whether you're striving for career growth, personal development, or creative achievement, understanding how motivated you are is the first step toward meaningful success. But before that let's learn what it really means. From a psychological standpoint, self-motivation arises when your behavior is directed by internal desires rather than external demands. It is the internal force that propels individuals to take initiative, stay focused, and work consistently toward their goals. Read more here: Self-Motivation Psychologists categorize motivation into two main types: Internal Motivation: This stems from within. It is powered by your personal values, goals, and the joy of the task itself. Achieving these goals brings deep satisfaction and a sense of fulfillment. External Motivation: This type comes from outside influences, like money, recognition, or rewards. While still effective, it's often less sustainable over time if not supported by intrinsic goals. Self motivation is essential if you're: Struggling to stay on track with long-term goals Seeking leadership roles Implementing innovative ideas at work Trying to understand your work ethic or emotional energy Self-motivation can be developed. Here are a few strategies: Set clear, meaningful goals Break tasks into manageable steps Track progress and celebrate wins Surround yourself with a supportive environment Align your goals with your values and beliefs. This self motivation assessment includes a series of statements that reflect behaviors and attitudes commonly associated with self-driven individuals. By answering honestly, you'll get a better understanding of your motivational profile. Please note: This self motivation assessment is a self-assessment tool, not a diagnostic measure. It is intended to raise awareness and guide personal development. You have already completed the quiz before. Hence you can not start it again. You must sign in or sign up to start the quiz. You must first complete the following: Quiz complete. Results are being recorded. Your time: Time has elapsed You have reached 0 of 0 point(s), (0) Earned Point(s): 0 of 0, (0) 0 Essay(s) Pending (Possible Point(s): 0) Low Self-Motivation Your present score reveals that you have low self-motivation. It indicates that you are self-motivated but in a few instances. might seem not to accept challenging tasks usually and do not like to evaluate themselves setting a high standard for performance. It is also revealed from your response that you might not be open to accepting criticism in all instances and might not show strong eagerness to work as a leader in any group project. You have your own set of goals and pathways in life but that does not seem to be strong enough for achieving a desired goal. However, it should be noted that this is just a basic self-assessment tool, if you think the results do not accurately represent your characteristic traits, then we would encourage you to consult a Psychologist for an accurate result. Moderate Self-Motivation Your present score reveals that you have moderate self-motivation. It indicates that you are to some extent self-motivated and accept challenging tasks in specific situations understanding the consequences of risks of a particular situation. Also, it has been revealed from your response that you might not like to evaluate yourself all time setting a high standard for performance, it depends on the situation and your energy level also that where you are willing to evaluate yourself and where you are not. It is also revealed from your response that you might sometimes be open to accepting criticism and in some cases not. You also seem to show positive eagerness to some extent to take charge of group work, while in other situations you do not show much willingness to do so. It has been evident from the present score that you have your own set of goals, pathways, and innovative ideas in some instances of life which is moderately strong for achieving a desired goal. However, it should be noted that this is just a basic self-assessment tool, if you think the results do not accurately represent your characteristic traits, then we would encourage you to consult a Psychologist for an accurate result. High Self-Motivation Your present score reveals that you have high self-motivation. It indicates that you are highly self-motivated and take on challenging tasks in most cases while engaging in work. Also, it has been revealed from your response that you seem to be motivated enough to evaluate yourself setting a high standard for performance. It is also revealed from your response that you seem to be open to accepting criticism in almost maximum cases and love to work on that too. You also seem to show a strong eagerness to take the leadership of any group work. It has been evident from the present score that you have a strong set of goals, and pathways in life, and seem to be always willing to implement innovative ideas in work which is strong enough to achieve a desired goal. However, it should be noted that this is just a basic self-assessment tool, if you think the results do not accurately represent your characteristic traits, then we would encourage you to consult a Psychologist for an accurate result. Cultivate self-motivation by setting clear and achievable goals, practicing gratitude, and developing a positive mindset. Self motivation is important because it helps you to stay on track with long-term goals and stay focused. Loading more Tests... No more Tests found. You have already completed the quiz before. Hence you can not start it again. You must sign in or sign up to start the quiz. You must first complete the following: Quiz complete. Results are being recorded. Your time: Time has elapsed You have reached 0 of 0 point(s), (0) Earned Point(s): 0 of 0, (0) 0 Essay(s) Pending (Possible Point(s): 0) Low Self-Motivation Your present score reveals that you have low self-motivation. It indicates that you are self-motivated but in a few instances. might seem not to accept challenging tasks usually and do not like to evaluate themselves setting a high standard for performance. It is also revealed from your response that you might not be open to accepting criticism in all instances and might not show strong eagerness to work as a leader in any group project. You have your own set of goals and pathways in life but that does not seem to be strong enough for achieving a desired goal. However, it should be noted that this is just a basic self-assessment tool, if you think the results do not accurately represent your characteristic traits, then we would encourage you to consult a Psychologist for an accurate result. 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Motivation Code is the only assessment that uncovers what drives performance and predicts where someone will struggle and succeed. Companies use our suite of motivation-powered tools to build teams people never want to leave. Discover The Difference Motivation Makes Unlike personality tests or strengths assessments, Motivation Code isn't about who you are, or what you're good or bad at. It's about what fuels you. Your Motivation Code results reveal the hidden forces that drive your best work: What energizes you and what drains you. What prompts you to go all in and what barely sparks your interest (or gets you off the couch). How to maximize your productivity in a fulfilling way so you don't burn out. The best part is that the Motivation Code assessment doesn't force you to pick the "least bad" answer to hypothetical questions. Instead, it pairs 60+ years of behavioral data and scientific research with your real-life experiences, to deliver "scary accurate," deeply personal, and immediately applicable insights. Learn About The MCode Assessment Your people are your greatest investment and the key to your success. Yet many companies rely on outdated strategies, guessing at what motivates employees and hoping for engagement. Motivation Code changes the game by revealing exactly what drives each individual, helping you hire smarter, develop talent more effectively, and create a culture where people thrive. Resumes tell you what someone has done. MCode tells you what they're wired to do and what they love to do. By tapping into motivation, you can identify job fit early and place people in roles where they'll naturally exceed all expectations. Strong leaders understand and leverage their teams. MCode helps leaders assemble the right motivational strengths to create a cohesive team that moves fast, rarely encounters conflict, and achieves remarkable results. Perks, paychecks, and pats on the back aren't enough to keep employees engaged. Intrinsic motivation is. To consistently perform at their best, employees need to feel deeply connected to and energized by their work — and that's where MCode shines. One-size-fits-all development plans don't work because employees are all motivated by different things. MCode helps you personalize growth opportunities, ensuring each person is developing in meaningful ways that maximize their strengths. People don't leave companies, they leave unfulfilling jobs. MCode helps you learn what keeps people engaged and motivated, so you can proactively manage retention and create roles, career paths, and opportunities that make your best people want to stay. Learn About Our Motivation-Powered Workplace Tools Motivation Code helps YOU understand who you are at your best so you can collaborate effectively, communicate clearly, achieve peak performance, and own your greatness. When you're motivated to go all in and use your strengths for something you care about, you show up at your best and wow those around you. When you're fully engaged with work that aligns with what lights you up and drives you, you do your best work and find fulfillment in that work. When you contribute to social groups in rewarding ways and your play is meaningful, you feel a greater sense of belonging and happiness. When you fully embrace what makes you unique and are appreciated for who you are, you wake up looking forward to the day ahead every day. When you understand what truly motivates people, everything changes — performance skyrockets, engagement deepens, and work becomes more than just a job. Whether you're leading a team, building a business, or driving your own success, Motivation Code gives you the key to unlocking potential like never before. How quickly you hit your targets depends on your people. MCode helps you create a culture that encourages maximum productivity, performance, and speed without risking burnout and turnover. Learn MORE Creative teams thrive when passion and purpose are aligned. MCode helps agencies use motivation to drive better collaboration, stronger client relationships, and innovative creative work. Learn MORE Great leadership is about inspiring people to play at their highest level. MCode equips leaders with insights that help them ignite interest, spark enthusiastic buy-in, and produce outstanding outcomes. Learn MORE Effective teams communicate well and understand what makes each other tick. With MCode, teams experience greater empathy and trust, more effective collaboration, and limitless creativity. Learn MORE Lasting transformation happens when people are motivated to keep going when things get tough. MCode gives coaches a framework to personalize their approach and help clients achieve breakthroughs. Learn MORE Whether it's landing a job, winning a promotion, or designing a career and life you love, MCode helps you understand and communicate who you are at your best and what you need to thrive. Learn MORE "As clarifying as it's been to understand what motivates me, it's been even more important to recognize what doesn't motivate me. Being able to fill in the gaps of my motivations with the strengths of others, keeps our team on track and has felt like a weight off my shoulders." Sam Nieuwhof Carey Nieuwhof Communications The MCode Assessment is at the center of everything we do. It powers our suite of workplace tools designed to help you understand, lead, and empower every member of your workforce to show up and perform at their best. Here's how we can help: Impact Sessions help individuals understand and activate their MCode results. Job Fit Reports help companies identify high-potential candidates and make the right hires. Team Workshops build better leaders and stronger, more cohesive, and effective teams. Pulse! monitors engagement and helps leaders personalize their approach and predict risk. Training and certification programs develop expertise in the Motivation Code Framework. Take the Motivation Code Assessment today and see the difference for yourself — you'll be glad you did and wish you'd found us sooner. Try The MCode Assessment Whether you're an artist or an analyst, motivation is the fuel that powers your journey towards success. That's what the Motivation and Drive test suite is all about. It's designed to gauge your personal drive, ambition, and the factors that spur you into action. Encompassing various scenarios and hypothetical dilemmas, these tests provide insight into your enthusiasm, persistence, and commitment to goals, which are qualities employers look for. It's not just about showing your zeal; it's also ensuring your goals align with those of potential employers. The tests measure intrinsic motivation, resilience in the face of challenges, and the ability to stay driven during repetitive or complex tasks. Employers weigh these traits heavily when making their hiring decisions because they understand that it's the motivated individuals who often go the extra mile. The Motivation and Drive tests aid employers in filtering candidates who not only have the right skills but also the right mindset for the job. Success in these tests signals to employers that you are someone likely to take initiative, champion projects, and stay engaged over the long haul. You'll want to tap into your past experiences where you've demonstrated initiative and accomplishments achieved through hard work. Reflect on situations where you've overcome obstacles, remained focused despite distractions, and pushed through to meet your goals. To ace these tests, draw on real-life examples that exhibit your motivation and drive, and be prepared to discuss how you've maintained momentum through various personal and professional challenges. Why do employers use Motivation and Drive tests? Think about the fast-paced, ever-changing nature of today's work environment. Employers in virtually every sector are scouting for individuals who don't just have the requisite skills, but also the motivational fire that ensures they stay proactive and contribute to the company's growth. These Motivation and Drive tests screen for those very traits, making them invaluable across diverse job markets — from startups to multinationals, tech to healthcare. The relevance of motivation cannot be understated, as it directly impacts an employee's ability to tackle challenges, their resilience, and the tenacity to achieve set targets — all crucial for job performance. A motivated employee is more likely to be productive, push for continuous improvement, and inspire colleagues. Therefore, these tests are tailored to uncover a deep-seated propensity to thrive and excel, not just comply with the minimum requirements of a job description. Employers use these tests to ensure that their recruitment efforts yield individuals who are enthusiastic about their work and the organization's mission. It's about finding those driven to innovate and those with a steadfast dedication to their professional development. The qualities assessed by the Motivation and Drive tests are predictors of long-term employee engagement and success within the company. How do Motivation and Drive tests work? The hiring process can be daunting, but understanding how Motivation and Drive tests fit into it can give you an edge. These tests are typically completed online and include a series of questions about your professional experiences, personal aspirations, and reaction to certain work-related scenarios. You might be given descriptions of various situations and asked to rate how you'd likely respond or prioritize your actions. On average, such tests might take anywhere from 30 minutes to an hour to complete, with the recommendation to spend a few minutes on each question to think it through fully. There's usually no strict right or wrong answers; instead, these assessments measure your fit for the specific company culture and role. You'll need to be introspective, honest, and situationally aware when taking these tests. Skills such as self-reflection, consistency in representing your own personality and values, and the ability to articulate your motivational triggers and how they align with a company's ethos, are key. Remember that these tests offer a glimpse into your working style and drive, providing employers with a window into how you might perform and adapt in their unique environment. What skills do Motivation and Drive tests cover? Imagine diving deep into what makes you tick professionally. That's the essence of the Motivation and Drive tests. These assessments cover a spectrum of soft skills including goal orientation, determination, personal ambition, and ability to persist in the face of challenges. They touch upon various scenarios — from long-term project commitment to how you regroup after setbacks. Remember that one-size-fits-all answers don't exist here; instead, you're evaluated on the authenticity of your responses and their alignment with role-specific expectations. To do well on these tests, you'll need to display good self-awareness and be able to identify and articulate what drives you in your career. You'll come across questions that assess your capacity for self-motivation: how you set your own goals and measure success. Emotional resilience is another key area — the ability to bounce back and stay focused despite obstacles is crucial. Understanding your own triggers for motivation and endurance in monotonous or arduous situations is also evaluated. It's not just about marking an answer but providing a window into your work ethic and inspirational fuels. With the right self motivation in mind – you can fly to new heights! Photo by: seanmcgrath The Self Motivation Quiz is all about finding out what makes you tick. What pulls you toward the things you are going for – those top 3 motivating types that make you get going. The more you align yourself with what makes you tick, the more you'll be magnetized to get there. You are motivated in a very specific way and you might not realize that. Your neighbors may get a kick out of being the "Joneses" while that guy at work gets his kicks off being a go-getter leader. There are 9 main self motivators that pull you toward your goals. They keep you running along even at your darkest hour. They also provide the energy inside to stay aligned. This test is a good way to figure out what works with family at home, colleagues at school, work staff or employees, and with friends. This test is 45 questions and should take less than 5 minutes to complete. If you'd like to know more about the quiz, check out the 9 Types of Self Motivation article. Questions for the Self Motivation Quiz: Find Purpose Find a way to work on something you find meaningful. Motivation will constantly become a struggle if you find little meaning in applying effort while it will feel almost self perpetuating when your work has legitimate meaning to you. Make your work matter. When you discover your mission, you will feel its demand. It will fill you with enthusiasm and a burning desire to get to work on it. - W. Clement Stone Become a Master People that feel a sense of improvement in skills tend to be more motivated. Chunk your tasks into small manageable segments and reward yourself at every stage with rewards that correspond to the size and level of achievement you've attained. Motivation is easier to come by when you get to make progress. Sprint, Rest, Sprint Our minds are not designed to maintain focus for hours and hours upon end. Instead treat your work as a series of short sprints and learn how to rest in between. Completely Immerse Yourself - Flow Find a way to make your tasks fun and exciting and give it your all. Become emotionally engaged and committed to perfection. Do this well enough and you'll find yourself in a state of 'flow'. During the state of flow people often lose the perception of time and motivation becomes completely effortless. Check out how to achieve the state of flow here. Relax when Motivation Subsides Like all states motivation will vary depending upon our mood, health and many factors beyond our immediate control. Don't sweat it, your motivation will return and a rest may be the best way to come about it. Financial Rewards Don't Work Behavioral research has demonstrated a seemingly counter intuitive idea. Extrinsic rewards such as money do not increase performance in tasks requiring creativity, in fact they tend to produce poorer performance. If the work you're attempting to find motivation for is a manual task then financial incentives can boost motivation and performance. Check out the Dan Pink video below to see how to motivate yourself for tasks requiring creativity. Be an Optimist Your motivation to complete a task improves if you hold a more optimistic outlook for the results of your efforts. Take a look at our test to determine if you're optimistic and further research on the benefits of being optimistic. Yes, optimism can be learned. Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence. - Helen Keller Be Realistic Too Many modern positive psychology books advocate visualisng your life having attained your success. The theory is that your brain will go to work on pulling you toward this vision. What the research actually shows is the opposite. The flaw in the theory seems to be that these long term visions do little to impact more immediate levels of motivation. They also fail to prepare you for the associated challenges and pitfalls you'll encounter. Long term goals are great but they must come with the acceptance of overcoming challenges. Go back to tip 2 for the right way to approach your goals. Specific Goals beat 'Do your Best' While the value of this tip has been a little overstated the research does back the claim that writing specific goals improves levels of motivation. Spend your Willpower Wisely Many psychologist are beginning to think of willpower as an energy system. Each difficult or arduous task you complete makes a withdrawal from the pool of available willpower energy. It's known as Ego Depletion. Aggressive dieting, detrimental relationships, breaking a habit and anything which you perceive as difficult deplete the levels of willpower energy we have available. If you're finding it difficult to muster the motivation for a task can you find willpower energy from other parts of your life which may be depleting it? Is Fear Killing Motivation? In order to be motivated to do something you need to believe that your efforts will lead to your goal. This often involves a risk of failure and loss of something you might already have. Is your fear reasonable? Is the effort likely to lead to reward and what can you do to improve your chances? I can accept failure, but I can't accept not trying. - Michael Jordan Create a To Don't List You found motivation and started out brilliantly but somehow ended up spending too much time on Facebook once again. The day is lost and your sense of achievement and accomplishment is gone. Now you're not feeling quite so motivated. This is a common scenario and a perfect reason to create a "To Don't List". What has sidetracked you in the last month? What has it kept you from achieving. Write out your list and stick it to your monitor. Signs Multiple Motivation Researchers were able to get more people to take the stairs simply by printing out signs encouraging them to do so. Once you've established the most effective methods for motivating yourself place visual cues where you most need them. Have a Backup Plan Disaster, challenges and setbacks are all inevitable and a part of everyone's lives and potential motivation killers. Research has shown our ability to respond to these situations greatly improves if we set out a plan for responding to these events. Maintain your motivation by creating a plan for all scenarios. I am prepared for the worst, but hope for the best - Benjamin Disraeli Use the Energy Hack Point 10 talked about the science of Willpower as energy. How do you replenish your available levels of energy? Well just spending a few moments away from the task at hand is not enough. Research has shown your energy levels are restored when you spend time on something you find genuinely interesting. It doesn't need to be easy, relaxing or related to anything in particular, it just needs to be intensely interesting to you. Work for 20 minutes and then take 5 on something you find interesting and watch your energy levels rebound. Create a Rivalry Competition increases motivation when we believe we have a decent chance of winning. Research has shown students taking the SAT's in room of 10 people will outperform students taking the test in a group of 100. Competition doesn't work for everyone and tends to be more effective in motivating men. Pro Tip: Testosterone levels of athelets increase when the competitive rival is despized. Scrap Motivation and Use Habits Many of our conscious and unconscious behaviours are driven by habit. If you can find a way to accomplish a task by implementing a new habbit you'll require less motivation and are more likely to make longer term changes. Checkout Charles Duhigg's book on using habits to change your life and his brilliant infographic on changing habits. Celebrate New Year's Everyday Research has shown that our level of motivation increases around big annual events. Why is this? When we look forward to the future and envision an improved version of ourselves our levels of motivation increase. Don't wait until new years to set goals and look toward the future. Understand your Values and Personality Research by Dr Steven Reiss conducted on the motivational forces of over 60,000 individuals has shown there isn't a one size fits all approach to finding motivation. Your values and personality will play a big role in finding effective motivators. This is one reason we encourage our test and a little probing into your personality firsthand. Supercharge your Why's Perhaps your levels of motivation are suffering because you lack compelling reasons why something must occur. Forget for a moment about your levels of motivation and focus instead on what it would mean for you if 'it' did happen. List as many compelling reasons as possible. Now focus on what it means to you if 'it' doesn't happen. Both of these lists should be long and compelling. If they're not big lists perhaps it's not your levels of motivation that are suffering but instead it's the level of motivation your goals provide. He who has a why can endure any how - Friedrich Nietzsche Positive Self talk Works - But Choose Carefully Research has shown that tasks requiring higher levels of technique and precision, self talk which focuses on technique and precision boosts performance. For these kinds of tasks focus on statements like "Chin down arms up" if you're boxing. If your work requires simple applications of effort more general statements are effective, think "This problem is not bigger than me" Make it Easy Researchers presented two groups of students with an exercise program. One group had the program printed in a clear and easy to read font. The second groups program was printed in a difficult to read cursive font. People from the first group were far more likely to engage in exercise and described it as requiring less effort. How can you simplify the task at hand? Can you create a simple easy to read plan of the required steps? Take Control - Be your Own Boss You're far more likely to sustain motivation if you're working under your own direction. Research has demonstrated those given direction do not maintain motivation for as long as those working under their own control. If you have no choice and do not agree with the direction of your work, speak with your manager. Find a way to work towards a goal you both believe is important. Get the Motivation App We know that if you're participating in a group that hold similar motivational values and goals your chances of maintaining motivation improve. Free online apps like 'Lift' allow you to commit to improvement within a group of people sharing the same goal. Eliminate Doubt Research had one group of students write out the phrase "Will I" and another group write the phrase "I Will" The task was presented as an exercise in handwriting skill. Following this the research gave both groups a set of anagrams to complete. The group writing "I Will" performed significantly better. Don't Share Your Goal Research has shown that sharing your intention to do something can actually decrease your motivation to act. Psychologist speculate that sharing our goals gives us a sense of achievement which can reduce our motivation to act. Let your actions be your recognition, not your goals. Tell the world what you intend to do, but first show it - Napoleon Hill Be Impartial and Leave Ego Behind Research is revealing the ego stroking positive psychology movement may not be particularly helpful. New evidence has indicated a view self compassion is a better ally to improving motivation and performance but why? Psychologist believe self compassion, or evaluating your pitfalls without criticising your ego produces better performance than blindly proclaiming your own virtues. Pro Tip: Separate your work from your sense of self and honestly evaluate your performance. Let Failiure Make you Stronger Not so long ago willpower was believed to be something you were born with, a trait. We now know that willpower along with many other determinants of motivation and success are skills we can learn. When you do encounter setbacks don't allow your inner voice to tell you "I don't have what it takes" or "I'm destined to fail" Instead remind yourself that willpower and motivation are skills which require practice and planning. Re-evaluate your plan and continue practicing. Get Better Progressively and Avoid Burnout As with exercise, taking on too much too soon will only lead to burn out. Willpower as we've pointed out is a muscle which improves with exercise. Aim to progressively improve your capacity and take rest seriously. You're more likely to enjoy the process. 30 minutesDo you want to know your personal needs, the deep motivation that constantly drives your daily activities in your search for well-being and happiness? This assessment, based on Murray's Manifest Needs system, will establish your profile by comparing your results with those of thousands of people. This needs profile will help you know yourself better. Remember, this needs test does not reflect mental health or intellectual capacity. It will provide a picture that is unique to you. Keep in mind that there are no wrong answers when taking this assessment. Rely on your first impression and go at your own pace. After finishing this test you will receive a FREE snapshot report with a summary evaluation and graph. You will then have the option to purchase the full results for $6.95This test is intended for informational and entertainment purposes only. It is not a substitute for professional diagnosis or for the treatment of any health condition. If you would like to seek the advice of a licensed mental health professional you can search Psychology Today's directory here.

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