

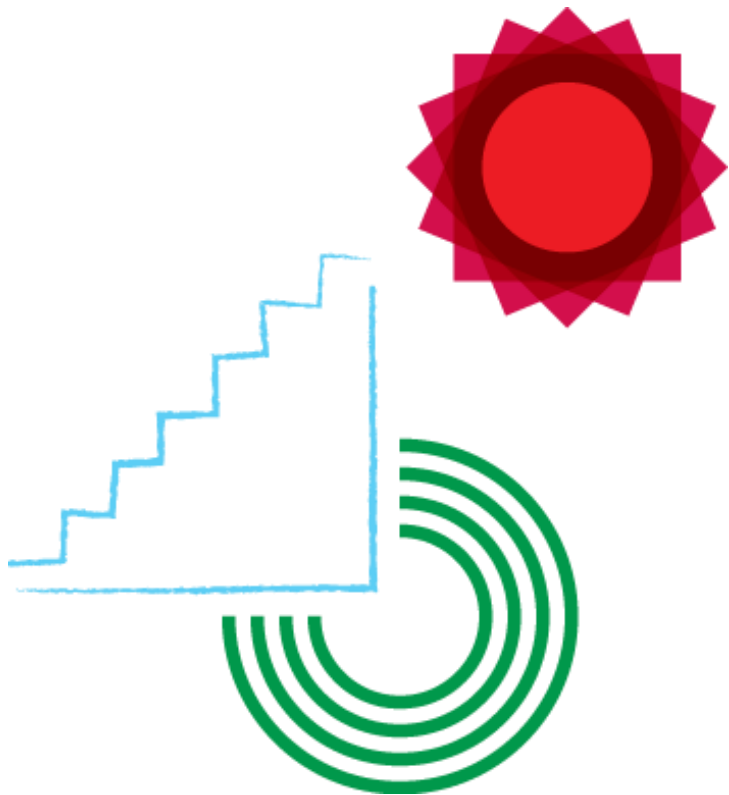


ENGAGE
FOR
SUCCESS

Speed Training: Motivation

Hints and Tips

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An Even Better Place to
Work



ACTIVITY: THE PERFECT JOB

- Objective:** To help people understand their motivational drivers and explore ways these can be met even more fully in the team. This particular activity focuses on identifying personal motivators.
- Group Size:** Groups of 3-4
- Time:** 20+ minutes
- Materials:** Pack of [Motivation Cards](#) for each group and [Motivation@Work](#) sheet.



Instructions:

Phase 1

1. Form groups of 3-4 and give each group a pack of [Motivation Cards](#).
2. These cards are spread face up on the table.
3. Spin a pen to select someone to start.
4. This person thinks of the perfect job for him/her but does not tell the team what this job is.
5. The job may or may not be related to their current role or company e.g. a TV producer, professional tennis player, etc.
6. S/he selects 6 cards that have something to do with their perfect job.
7. Blank cards can be used to represent aspects of the job not covered by these cards.
8. Rank order these 6 cards.
9. The others have to guess what this perfect job would be from these 6 cards.
10. The selected person only reveals their perfect job after everyone has had a discussion and made a guess at the answer.

Phase 2

1. The selected person now goes through each card in turn indicating whether that motivational driver is present in his/her current job.
2. The selected person moves the card to the right to indicate a gap i.e. when the need is not being met in the current job – a little to the right to indicate a small gap and a lot to the right to show a bigger gap.
3. The others now explore with the selected person how s/he could be even more motivated i.e. problem solve on how to reduce the size of the gap.
4. Give the selected person the [Motivation@Work](#) sheet for completion.
5. Repeat this activity with the others in the group.

Phase 3

1. Convene the team and discuss:
 - a. How useful has that activity been?
 - b. Would it be helpful to share completed [Motivation@Work](#) sheets with the team leader?
 - c. What can we do to keep motivational levels high in the team?

d. Are there any team or personal goals we want to agree?

2. Record any team or personal goals agreed.