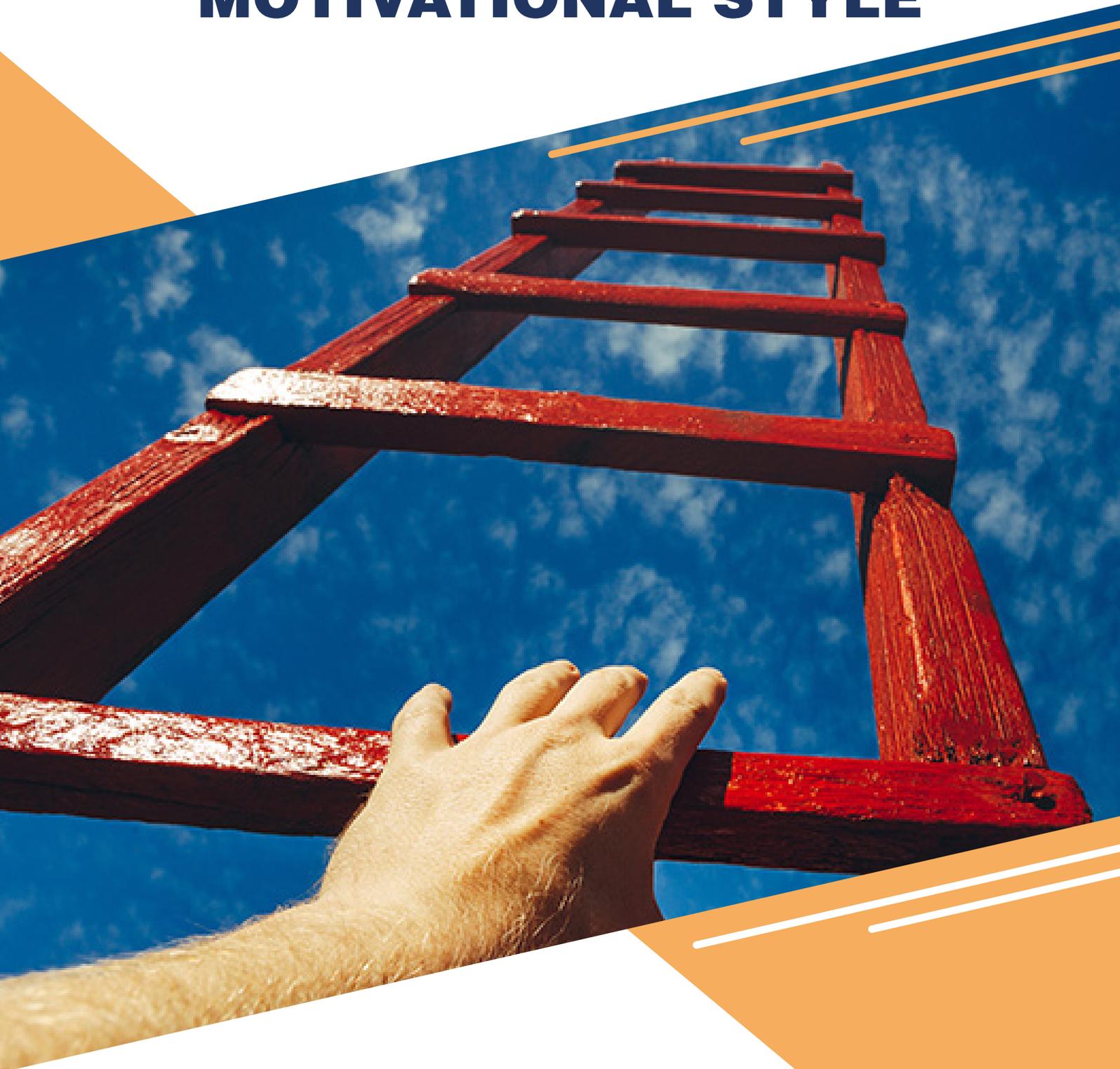




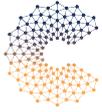
Career Clarity Program

# DISCOVERING YOUR MOTIVATIONAL STYLE



THE CLARITY INSTITUTE  
Empowering Careers

[www.theclarityinstitute.com.au](http://www.theclarityinstitute.com.au)



## DISCOVERING YOUR MOTIVATIONAL STYLE



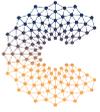
This activity builds upon the work done in this module, around your Saboteurs & Sages, as well as your Career Change blockers. While there may be some overlap here, it is still worth taking some time to capture your motivational style as this will assist you in making a successful career change or pivot.

Whether you are looking to study, learn a new sport or craft, it requires a personal commitment. Making a career change is no different – be it job searching, advancing your career or changing professions. However, when you make the decision to try something new, procrastination can occur and setbacks are inevitable. A part of us will always resist making the change, regardless of how much we want it. It is a part of human nature that relates to our survival instincts. This resistance can cause our motivation and focus to wane if we don't do the following:

1. Acknowledge that this resistance to change exists in all of us
2. Identify times in the past where you have overcome this resistance and how you achieved it
3. Set up strategies to manage this resistance moving forward to ensure you achieve our goals
4. Be kind to yourself when you experience resistance and setbacks as they are inevitable

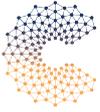
It is important to be aware that we all have different motivational styles. A motivational method that works well for someone, such as having a project plan, may not work for you. There is not a one size fits all approach.

The key is to spend time before you embark on your career change, reflecting and tapping into what motivational approaches and techniques in the past have been most successful for you.



**Some examples of different motivational styles include:**

- 1. Spirituality**
- 2. Competition**
- 3. Lecturing / self talk**
- 4. Fear**
- 5. Shame**
- 6. Praise**
- 7. Approval of others**
- 8. Positive affirmations**
- 9. Praying**
- 10. Positive thinking**
- 11. Support groups**
- 12. Revenge**
- 13. Deadlines**
- 14. Project plans**
- 15. Having a coach**
- 16. Having a buddy**
- 17. Study / classes**
- 18. Pain driven**
- 19. Promising self rewards**
- 20. Starting small**
- 21. Diary management & reminders**
- 22. Public announcement of goals (in person or online)**
- 23. Other**



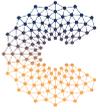
When embarking on anything new that requires a change in behaviours, you need to be realistic. It is going to take time to adjust and often you need to start small and expect that there will be resistance. This does not mean that you don't want to achieve what you set out to achieve, it is just that being human means there will be days, weeks or even months where you are not motivated to do anything towards achieving our goals and that is ok.

### Exercise One

#### **Reflect on your childhood, teenage years, early adulthood and the significant things that you achieved.**

**As a child,** how did you develop your skills when it came to things like sport, art, music, languages, reading and general hobbies? What motivational techniques did you use for achieving your goals?

**As a teenager,** you set yourself goals both big and small. What were some of these goals and how did you go about achieving them? This could be anything from getting good grades, securing a date with someone, learning magic tricks or learning a new skill.



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**In early adulthood**, we set ourselves different goals from securing a job, to saving money, to developing certain technical skills or finding a life partner. Again, reflect on what you achieved and how you went about achieving it.

This exercise does not have to be onerous. Spend as much time as you wish reflecting on what motivational styles have worked for you in the past and write these down.

### Exercise Two

Having reflected on the past where you have achieved different goals and the motivational styles you used look at which of these styles you could apply to your career related goals.

The idea is to start small. Select one activity around your career related goal that you want to work on. It could be creating a networking list, setting up a networking meeting, researching a new industry, writing three job related achievement stories or writing the first draft of your resume. Now you have selected a small activity, give yourself up to two weeks to apply your selected motivational style/s to achieve this goal.

If you find it hard to get started or to carry on with the goal you set, this does not mean you don't want it or cannot achieve it. It simply means that you may need to give yourself time and/or adjust your strategy and motivational style.

Remember, we all resist change, even positive change that we know is good for us. It is normal.

*The only way to make sense out of change, is to plunge into it, move with it, and join the dance*

**- Alan Watts**

**Reference** - 'Live the life you love' by Barbara Sher