

# **Leo Advancement Sessions**

## ***Member Motivation***



### **Participant Manual**



## **Session Objectives**

*At the end of this session, participants will be able to:*

- Recognize the differences between extrinsic and intrinsic motivation
- Identify the three components of intrinsic motivation
- Promote ways to develop intrinsic motivation among team members

## Which one applies to you?

<b>A.</b>	<b>B.</b>
Would you participate in a sport because it's fun and you enjoy it?	Would you be more likely to participate in a sport to win a reward or get physically fit?
Do you use social media more for entertainment, to relax or pass the time?	Do you spend more time on social media monitoring others' reactions to your posts and exchanging messages?
Would you learn a new language because you like experiencing new things?	Would you be more likely to learn a new language because your job requires it?
Do you exercise because you enjoy physically challenging your body?	Do you exercise because you want to be successful in a competition or activity?
Would you take on more responsibility at work or school because you enjoy being challenged and feeling accomplished?	Do you take more responsibility at work or school to receive a raise or promotion?

# Types of Motivation

## **Extrinsic/External Motivation**

*Extrinsic, or external motivation refers to taking some action to obtain a reward or outcome. Instead of doing something because it is enjoyable, people who are externally motivated act based on what they receive as a result.*

Notes/Examples:

## **Intrinsic/Internal Motivation**

*Intrinsic, or internal motivation refers to taking some action for the sake of enjoyment or the satisfaction that you receive. The motivation for acting can be found in the action itself, and not in some external force (i.e., a reward or outcome).*

Notes/Examples:

# Components of Internal Motivation

## **Autonomy:**

*Self-directed in one's actions and behaviors. In an autonomous environment, individuals are given primary control over decisions, actions, and behaviors rather than being directed by someone else.*

## **Mastery:**

*The desire to continually improve one's skills or performance. Encouraging mastery within your team is an important way to ensure that members feel challenged and supported as they strive to improve and achieve their goals.*

## **Purpose:**

*The desire to contribute and be part of a cause greater than oneself. People who feel autonomous in their actions often work to achieve mastery, and as a result, attain a high level of performance. Those who do so in service to a larger objective, or **purpose**, are the most productive, satisfied, and successful.*

## **Strategies for Promoting Internal Motivation**

<b>Autonomy</b>	<b>Mastery</b>	<b>Purpose</b>

## **Activity: Identifying Your Purpose**

*What's important to you:*

*What is your most important goal?*

*What legacy do you want to leave?*

## ***Your Personal Purpose statement:***

A personal purpose statement defines who you are and the mark you want to leave on this world.

### *Example Personal Purpose Statements*

*"To use my writing skills to inspire and educate others around the world to make a change."*

*"To use my gifts as a speaker to improve the self-worth of people around the world."*

*"To inspire children to be more than they thought they could be."*

*"To be a leader to my team, live a balanced life, and make a difference."*



## **What is Your Biggest Takeaway?**

*What are you going to do differently based on what you learned today?*