

Building Motivation to Succeed in School & Life

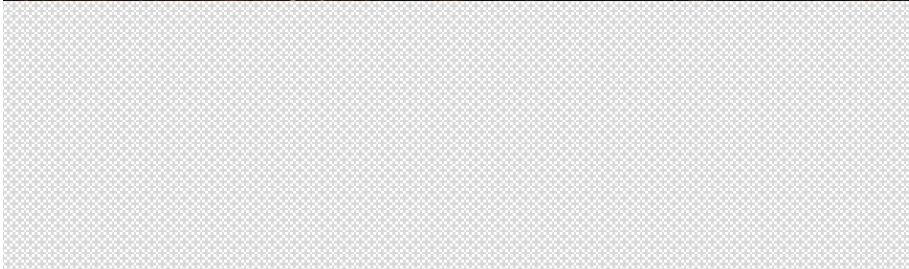


Heartland Juvenile
Services Association



JOSHUA WAYNE

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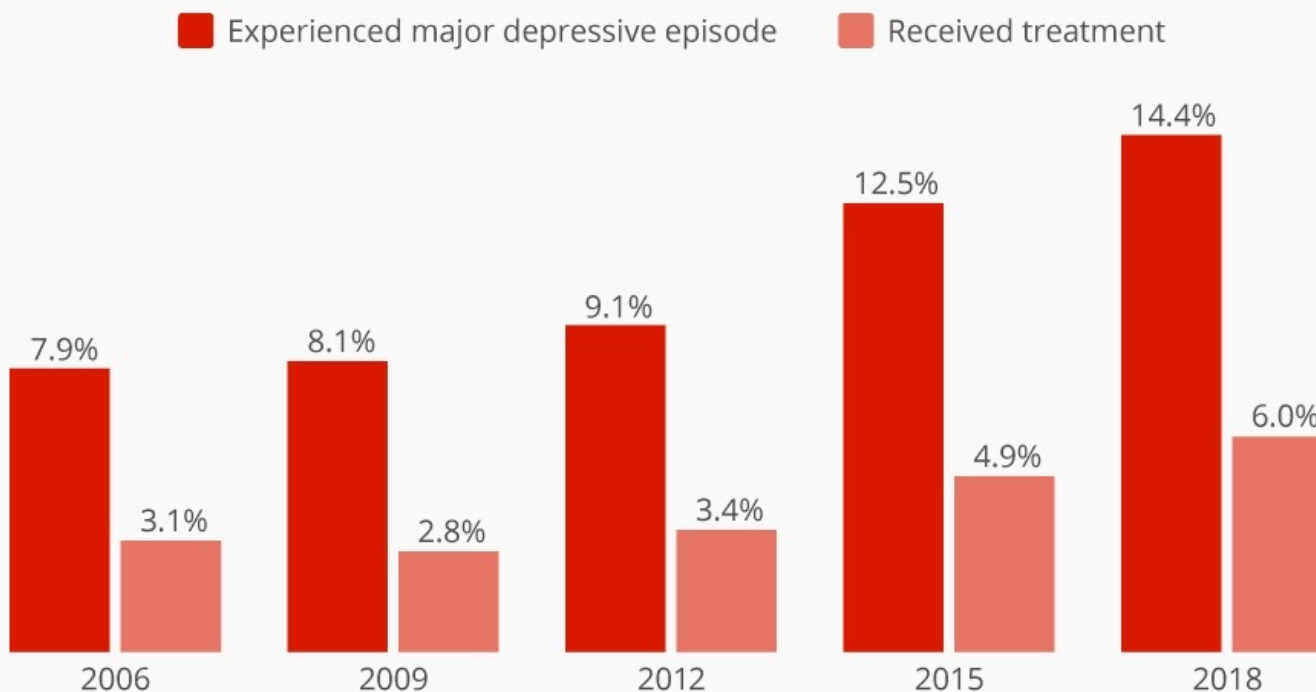
KEY OBJECTIVES FOR THIS SESSION

1. Understand why some kids struggle with motivation
2. Understand different “motivational strategies” and “profiles”
3. Learn practical strategies to increase motivation in kids

MENTAL HEALTH CONSIDERATIONS

More Teenagers Are Experiencing Depression

Share of U.S. teenagers (12-17 y/o) experiencing depressive episodes*/receiving treatment



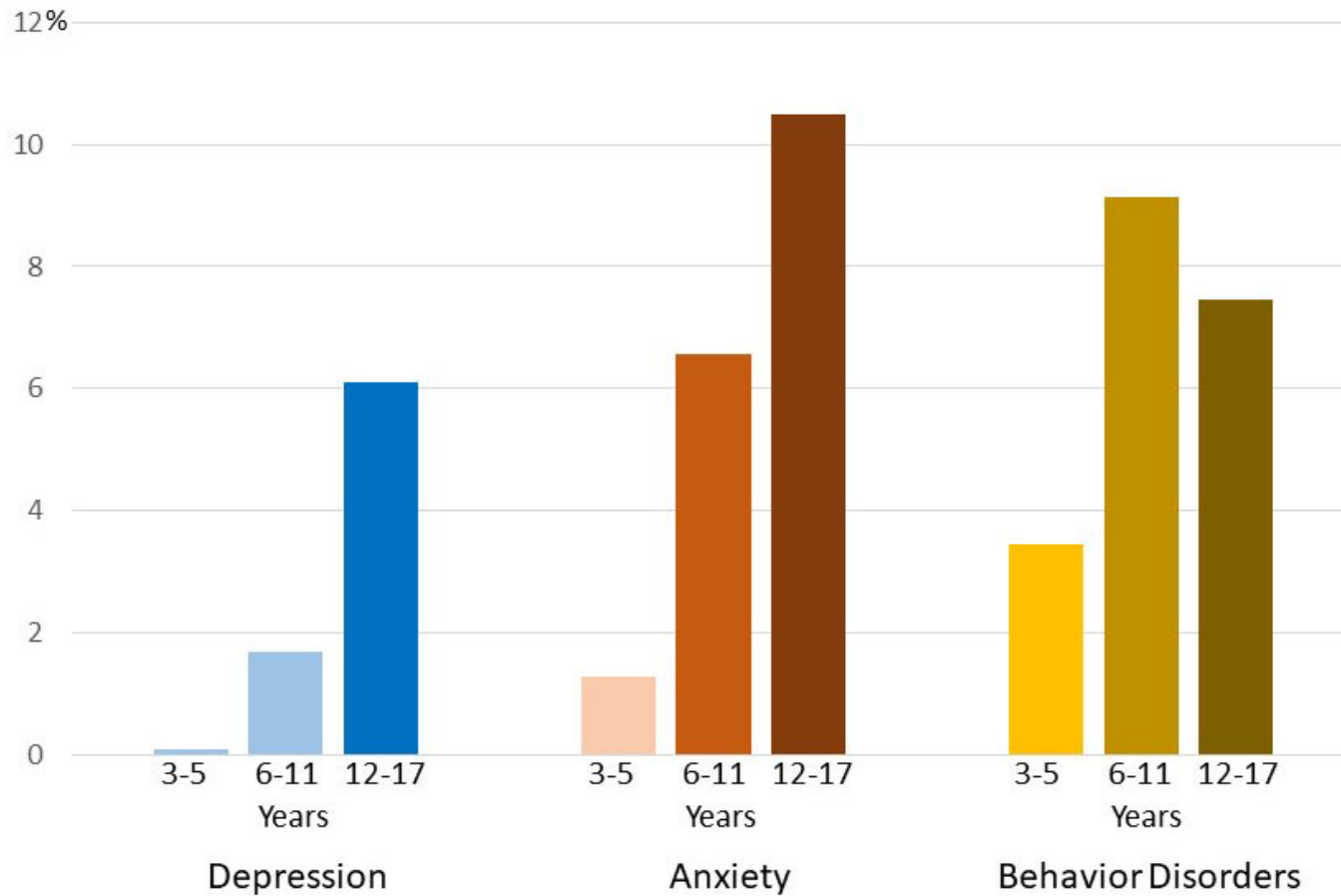
* in the past year, approximately 17,000 respondents per year

@StatistaCharts

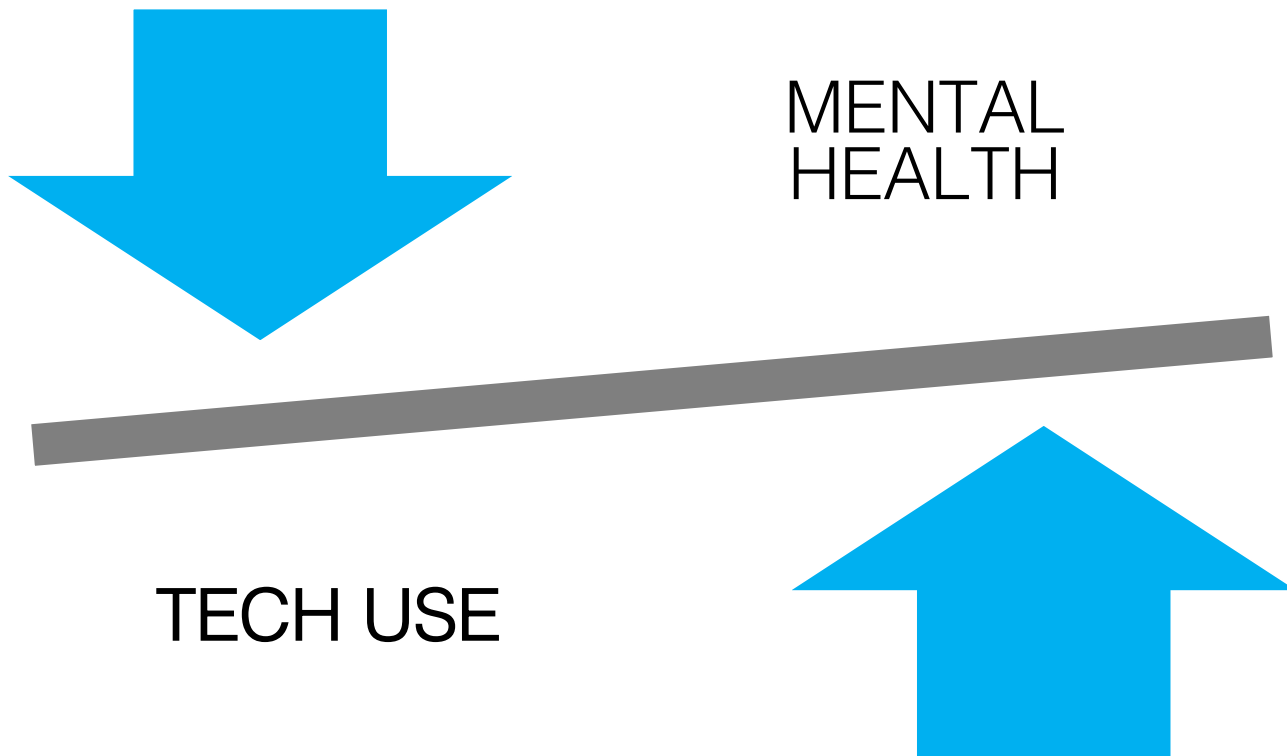
Source: Substance Abuse and Mental Health Services Administration

statista

Depression, Anxiety, Behavior Disorders, by Age



CLEAR CORRELATION BETWEEN DEVICES
& MENTAL HEALTH DECLINE



REFLECTION QUESTION

What Does it Mean to be
“Motivated?”

WORKING DEFINITION

To have the skills necessary to consistently connect our actions to our true desires

ACTIONS



CONSISTENCY

TRUE DESIRES

3 FUNDAMENTAL ASSUMPTIONS

- 1. PEOPLE ARE ALREADY MOTIVATED**
- 2. PEOPLE ARE WIRED DIFFERENTLY**
- 3. THE CONDITIONS ALWAYS MATTER**

#1

PEOPLE ARE
ALREADY
MOTIVATED

I'm not Lazy...



**I'm Highly Motivated
To Do Nothing**

ACTIONS



CONSISTENCY

TRUE DESIRES

***SECONDARY
GAIN***

UNDERSTANDING “SECONDARY GAIN”

1. EVERY BEHAVIOR HAS A “POSITIVE PURPOSE”

2. WE’RE CURRENTLY DOING THE BEST WE CAN TO MEET OUR NEEDS

COMMON “SECONDARY GAINS”

PLAYING UP AN ILLNESS

**ATTENTION, SYMPATHY, GET
OUT OF WORK**

COMMON “SECONDARY GAINS”

LIE

**AVOID CONSEQUENCES,
UPHOLD REPUTATION**

COMMON “SECONDARY GAINS”

**PICK A FIGHT WITH A LOVED
ONE**

**STAY EMOTIONALLY SAFE,
STAY IN CONTROL/POWER**

COMMON “SECONDARY GAINS”

**STAY WITH AN ABUSIVE
PARTNER**

**STAY EMOTIONALLY SAFE,
AVOID THE UNKNOWN**

COMMON “SECONDARY GAINS”

FAIL IN SCHOOL

NOT RISK SUCCESS

COMMON “SECONDARY GAINS”

“LOSE” A JOB

NOT RISK SUCCESS

COMMON “SECONDARY GAINS”

ABUSE DRUGS

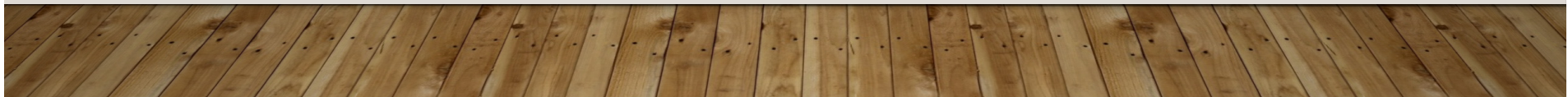
NUMB PAIN

COMMON “SECONDARY GAINS”

JOIN A GANG/COMMIT CRIME

BELONG

QUESTIONS/ DISCUSSION







#1 PEOPLE ARE *ALREADY* MOTIVATED

1. KEY IS TO GET TO THEIR TRUE DESIRES

2. UNDERSTAND THE SECONDARY GAIN

3. CHANGING HABITS REQUIRES ENDURING
SOME DISCOMFORT

#2

PEOPLE ARE
WIRED
DIFFERENTLY



**TWO DIFFERENT MOTIVATIONAL
STRATEGIES**

MOTIVATED TOWARDS

PLEASURE

PAIN

MOTIVATED AWAY FROM

TOWARDS STYLE CHARACTERISTICS

- Self-starter
- Self-directed
- Like the feeling of accomplishment
- Well-organized
- Potentially anxious





“AWAY FROM” STYLE CHARACTERISTICS

- Procrastinate
- Look for justification
- React well to deadlines
- Often need urge to act imposed on them

COMMUNICATING
WITH “TOWARDS
STYLE” PEOPLE

2 Primary Questions to Ask:

- What do you want?
- How do we make that happen?

COMMUNICATING
WITH “TOWARDS
STYLE” PEOPLE

Provide Coaching & Mentoring

- What skills do they need?
- What resources do they need?
- What do they want help with and what do they need to figure out themselves?

COMMUNICATING
WITH “AWAY
FROM” STYLE
PEOPLE

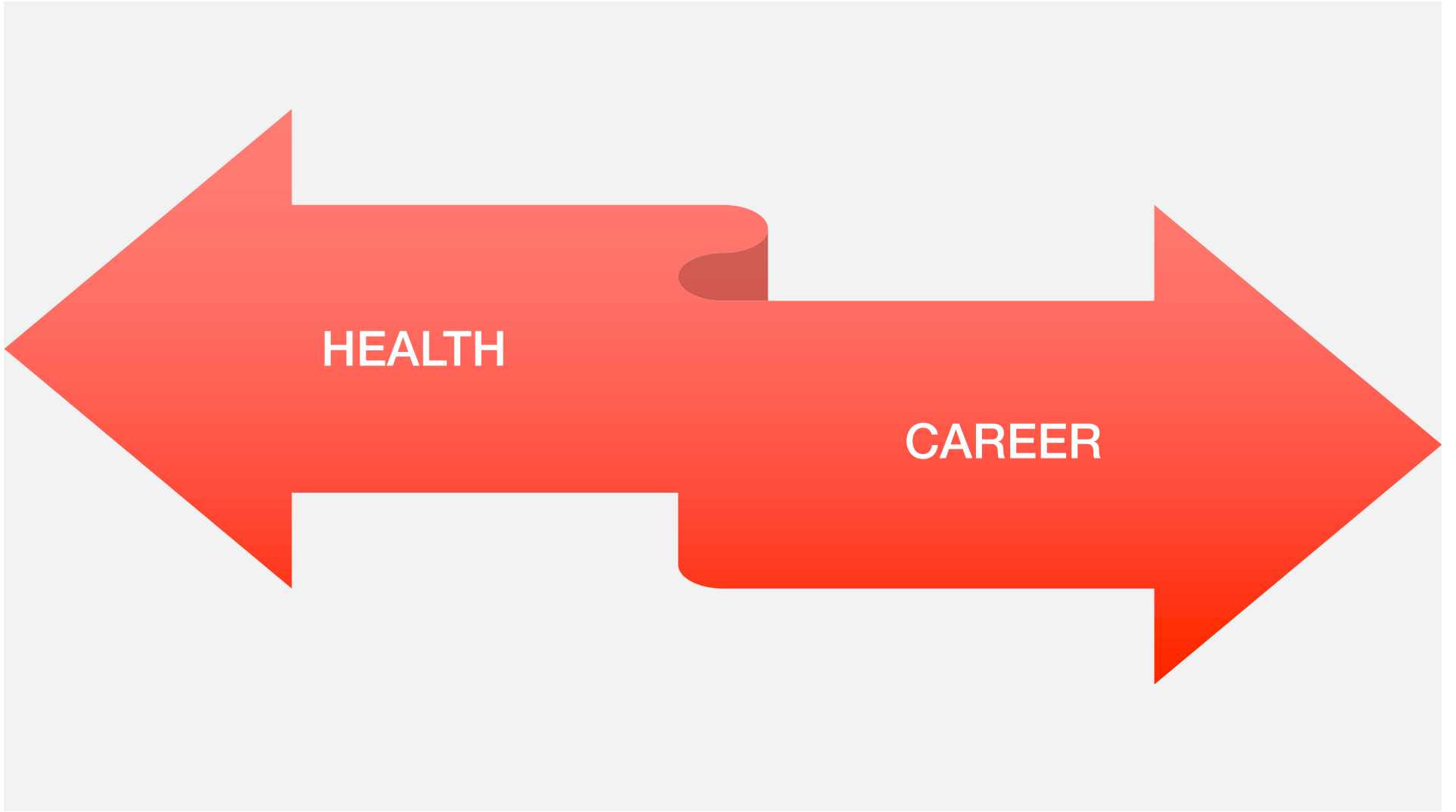
The Primary Questions to Ask:

- What do you want?
- What will happen if you don't _____?

COMMUNICATING
WITH “AWAY
FROM” STYLE
PEOPLE

“Dilation of The Cognitive
Constructs”

- Goal is to help them arrive at the consequences in their **thinking** without having to go there in **reality**.
- Help them think “through time”



HEALTH

CAREER

Extrinsic Motivation

Intrinsic Motivation



EXTRINSIC vs. INTRINSIC MOTIVATION

EXTRINSIC

Promotions

Trophies

Recognition

Status

Fear of Punishment

INTRINSIC

Enjoyment

Purpose

Curiosity

Fun

Self-expression

THE “MOTIVATION MATRIX”

EXTRINSIC

INTRINSIC

TOWARDS

- Trophies & Records
- Money
- Status, Promotions
- Praise

- Inner Satisfaction
- Connection, Love, Security
- Prove to Oneself

AWAY

- Fear of Punishment
- Fear of Being Seen as a Failure
- Not be on the Losing Team

- Not Feel Like a Failure
- Not Feel Alone or Left Out

THE “MOTIVATION MATRIX”

EXTRINSIC

INTRINSIC

TOWARDS

“YOU KNOW YOU WANNA
BE ON THE WINNING TEAM,
SO GO DO IT!”

“YOU KNOW HOW GOOD
YOU’RE GONNA FEEL IF YOU
WIN, SO GO DO IT!”

AWAY

“DO YOU WANNA BE SEEN
AS A LOSER? NOW GET
OUT THERE AND DO IT!”

”DO YOU WANNA FEEL LIKE A
LOSER WHO DIDN’T TRY HIS
BEST? NOW GET OUT THERE
AND DO IT!”



P₃ A₁ T₁ I₁ E₁ N₁ C₃ E₁

**REMEMBER: BREATHE & BE
PATIENT**

GOTTADO

THEIR

“R & D”

THEIR
TIMELINE
NOT OURS

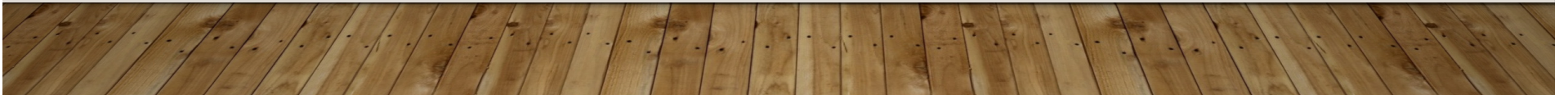
SUCCESS

BREEDS

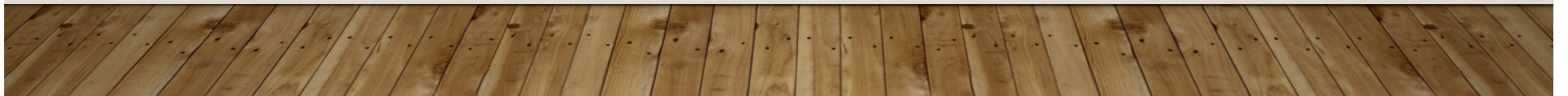
SUCCESS



VERY OFTEN
WE ARE
PLANTING
SEEDS



QUESTIONS/ DISCUSSION



#2 PEOPLE ARE WIRED DIFFERENTLY

1. THERE ARE DIFFERENT MOTIVATIONAL STRATEGIES

2. YOU HAVE TO SPEAK THEIR “NATIVE LANGUAGE”

WHEN IT'S BREAK TIME



#3

THE CONDITIONS
ALWAYS MATTER

Shift the filter,
force the sort

WHICH IS MORE POWERFUL?

YOU NEED TO GO TO SCHOOL

**IF YOU DON'T GO TO SCHOOL,
YOU'LL VIOLATE YOUR PROBATION**

WHICH IS MORE POWERFUL?

GET A GOOD NIGHTS SLEEP

**IF YOU DON'T GET A GOOD NIGHTS
SLEEP, YOU'LL BLOW YOUR SOCCER
GAME TOMORROW**

WHICH IS MORE POWERFUL?

MAKE SURE YOU STUDY

**IF YOU DON'T PASS BIOLOGY,
YOU'LL HAVE TO TAKE IT IN SUMMER
SCHOOL**

WHICH IS MORE POWERFUL?

**MAKE SURE YOU GET TO WORK ON
TIME**

**IF YOU DON'T GET TO WORK ON
TIME, YOUR BOSS IS GOING TO FIRE
YOU**

3 FUNDAMENTAL ASSUMPTIONS

- 1. PEOPLE ARE ALREADY MOTIVATED**
- 2. PEOPLE ARE WIRED DIFFERENTLY**
- 3. THE CONDITIONS ALWAYS MATTER**

#3 THE CONDITIONS ALWAYS MATTER

1. SHIFT THE FILTER, FORCE THE SORT

**SOME FINAL
CONSIDERATIONS**

What is really
important?

“45% of teenagers
report being stressed
about school.”



SCHOOL IS
IMPORTANT.

BUT IS IT THE
MOST IMPORTANT ?

growth mindset

**social
skills**

empathy

resilience

self-regulation

S

Specific

M

Measurable

A

Achievable

R

Relevant

T

Time-Bound



PURPOSE

What is the
outcome of the
outcome?

What's
Your
Why



Core Values

Accountability

Community

Ownership

Integrity

Service Excellence

Loyal

Action-Oriented

Diligence

Respect

Honesty

Accomplishment

Ownership

Integrity

Diversity

Efficiency

Consistency

Risk Taking

Generous

Gracious

Achievement

Virtuous

Forgiveness

Empowerment

Equality

Diligence

Passion

Respect

Quality

Collaboration

Stability

Persistent

Kindness

Honorable

Leadership

Diplomacy

Loyal

Action-Oriented

APPRECIATION

Safety

ETHICAL

Enthusiastic

Commitment

BALANCE

UNITY

INNOVATION

UNIVERSITY

EFFICIENCY

RISK TAKING

GRACIOUS

ACHIEVEMENT

FORGIVENESS

EMPOWERMENT

EQUALITY

DILIGENCE

PASSION

RESPECT

QUALITY

COLLABORATION

STABILITY

PERSISTENT

KINDNESS

HONORABLE

LEADERSHIP

DIPLOMACY

LOYAL

ACTION-ORIENTED



**THE DIFFERENCE IS
YOU**