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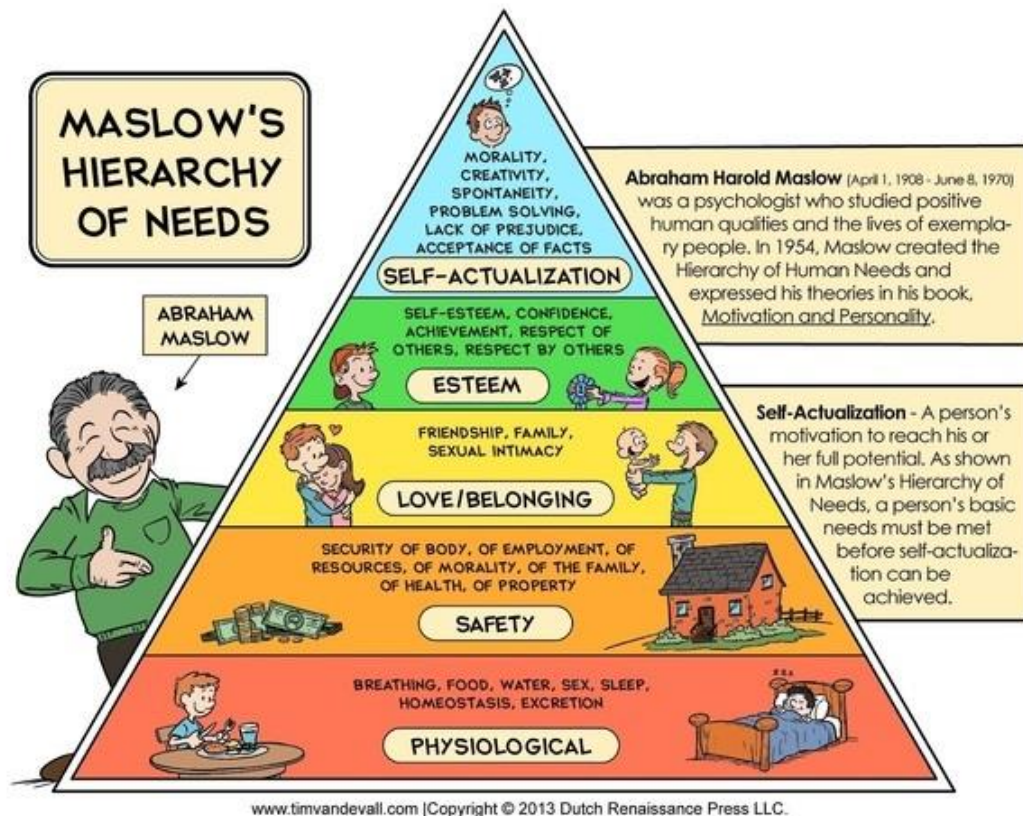
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Understanding Motivation and Working With Your Strengths Summary of Presentation for FinPro Conference, 19th October 2017

Review – PERMA Model of Wellbeing (Seligman)

- Positive Emotion
- Engagement
- Relationships
- Meaning
- Accomplishments

Maslow's Hierarchy of Needs



Intrinsic Motivators

- Autonomy
- Belonging
- Curiosity
- Love
- Learning
- Mastery
- Meaning

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Extrinsic Motivators

- Money
- Rewards
- Points
- Fear of failure or punishment
- Badges
- Competition

Research findings suggest money not key driver:

- Seeing results of our efforts is motivating
- The less appreciated we feel the more money we want
- The harder the project the prouder we feel
- Knowing our work helps others is motivating
- Having confidence in our abilities is motivating

Happiness Study, Deakin Uni, 2013 found three factors that correlate with happiness:

- Gross household income of \$100,000 (after that happiness levels plateau)
- Meaningful relationship
- Rewarding hobby

Key Intrinsic Motivators revisited

- Autonomy – the urge to direct our own lives
- Mastery – the desire to get better at something that matters
- Purpose – the yearning to do act in the service of something larger than ourselves

Focus on positive vs negative

- Survival requires attention to threats first
- Losing money, friends or being criticized has a greater impact than winning money, making friends or receiving praise
- Aim for a 5:1 ratio – that's 5 positive interactions for every 1 negative interactions (in professional and personal domains)

Positive Psychology

- Study of human strengths and positive emotions
- Not just positive thinking or affirmations
- Focus on what is working not dysfunction
- Assumes humans have capacity for growth

Happiness is determined by:

- 50% genes
- 10% circumstance
- 40% intentional activity in life driven by CHOICES YOU MAKE

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What is a strength?

- “a preexisting capacity for a particular way of behaving, thinking or feeling that is authentic and energizing to the user”
- Take strengths survey at www.authentichappiness.org
- Helps identify your top strengths
- See blog by Tayyab Rashid PhD on how to use your strengths at <http://www.viacharacter.org/blog/ways-use-via-strengths/>

SIGN of a strength

- SUCCESS – feel successful and effective when you perform them
- INSTINCTS – feel effortlessly drawn to the activity
- GROWTH – when you perform activity, you have a sense of growth
- NEEDS – activity leaves you feeling fulfilled

A strength-based approach

- A strength based approach focuses on building competencies
- A deficit model focuses on overcoming weaknesses
- More effective to focus on sails than to patch up holes in the boat of life

Strengths in the workplace

- Only 20% of workers believe their jobs allow them to do what they do best
- Activities that deplete you are weaknesses even if you perform them well
- Use of strengths linked to job satisfaction, pleasure, engagement, meaning
- Using strengths in new way every day increases happiness and decreases depression

Job Crafting

- “what employees do to redesign their own jobs in ways that foster engagement at work, job satisfaction, resilience and thriving”
- Example of hospital cleaners who walked visitors out and moved artwork to create meaning and satisfaction in their jobs

How can organisations foster job crafting?

- Boost autonomy
- Focus on desired change not deficits
- Encourage job swaps to share tasks people want more and less of

Three approaches to job crafting:

1. Task crafting – change task in line with strengths
2. Relational crafting – change relationships to shift how they feel about work
3. Cognitive crafting – change how people think about their tasks

No job is perfect but we all have the power to make choices that align with our strengths, both personally and professionally 😊

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