

QUOTES, QUIBBLE, QUESTION

16TH EDITION

FROM
THE
COACHING
GUY

WELCOME

This week is focused on motivating your team.

In the vast landscape of team dynamics, the interplay between internal and external motivators significantly influences leadership approaches. Understanding and harnessing these motivators play a pivotal role in guiding a team effectively amidst a myriad of focal points. How you leverage these intrinsic and extrinsic drivers becomes a cornerstone in steering the team's direction and fostering their motivation.

QUOTES

"Believe in yourself and all that you are. Know that there is something inside you that is greater than any obstacle." - [Christian D. Larson](#)

"Success is not the result of spontaneous combustion. You must set yourself on fire." - [Arnold H. Glasow](#)

"The only thing standing between you and your goal is the story you keep telling yourself as to why you can't achieve it." - [Jordan Belfort](#)

"A dream doesn't become reality through magic; it takes sweat, determination, and hard work." - [Colin Powell](#)

"The harder you work for something, the greater you'll feel when you achieve it."

Q U I B B L E

In the riveting contest between internal and external motivators, it's like pitting the heart against the hands—the soulful desire within us against the tempting treasures outside. The internal muse, a master conductor orchestrating our passion and purpose, whispers the sweet melodies of personal fulfilment. It's that inner fire, burning bright, fuelled by passion, purpose, and the pursuit of mastery. Yet, in this symphony of ambition, the external motivators lurk like alluring sirens, offering applause and gold. They dangle rewards and recognition, sparkling baubles tempting our gaze away from the authentic music of our aspirations.

The internal motivators dance to the rhythm of self-discovery, where the joy of learning and growth fuels our drive. It's the thrill of autonomy, steering our course, and the deep satisfaction of contributing meaningfully to a purpose larger than ourselves. But, ah, the external motivators, adorned in glittering attire, dangle promotions and pay checks as if they were the only measures of success. They wield their power with promises of praise and progression, tempting us to chase the mirage of societal approval.

The interplay between these motivators, a tango of the heart and the hedonistic allure, defines the dance of our work lives. Striking the balance between the soulful yearning for personal growth and the glittering baubles of external validation, therein lies the art. For it's not merely about the applause or the inner drive; it's about orchestrating a symphony where both hands of the heart and the allure of external treasures move in harmonious synchrony, crafting a masterpiece called fulfilment.

Q U E S T I O N

What avenues could you explore further to inspire and motivate your team through the decisions you make as a leader?

My thoughts as a starting point are:

Internal motivators at work are driven by personal desires, values, and ambitions that come from within an individual. They are inherently tied to personal satisfaction, fulfilment, and growth. Some examples include.

1. **Passion for the Work:** When someone genuinely enjoys what they do, finding satisfaction and fulfilment in their job becomes an internal motivator.
2. **Desire for Mastery:** The intrinsic drive to improve skills, learn new things, and become better at tasks or roles.
3. **Autonomy:** Having a sense of control and independence in how work is done can be a significant internal motivator for many.
4. **Purpose and Meaning:** Feeling that the work contributes to a greater cause, aligns with personal values, or makes a difference in the world can be a strong internal motivator.
5. **Personal Growth:** The opportunity for personal development, learning, and advancement within the organization can drive individuals internally.

External motivators at work, on the other hand, come from factors outside the individual and are often tied to rewards, recognition, or pressures from the environment. They can include:

1. **Compensation and Benefits:** Salary, bonuses, incentives, and other tangible rewards provided by the organization.
2. **Recognition and Praise:** Acknowledgment for good performance, achievements, or efforts from peers, superiors, or the organization.
3. **Promotions and Advancements:** Opportunities for career growth, higher positions, or increased responsibilities within the company.
4. **Competition and Pressure:** External factors like deadlines, competition with colleagues, or external benchmarks can serve as motivators.
5. **Work Environment:** Factors such as a supportive team, a positive workplace culture, or conducive working conditions can also act as external motivators.

A healthy balance between internal and external motivators often leads to increased engagement, productivity, and satisfaction in the workplace. Individuals driven by both personal fulfilment and external rewards can find a strong sense of purpose and achievement in their work.

T H A N K S

For reading this week's newsletter.

If you have other subjects that you would like to hear about, drop me an email at matt@thecoachingguy.co.uk