



THRIVE

Wellbeing and study success

Presented by:
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Session 4: Keep your motivation firing

What is this program all about?



No Recordings

Today's session will **NOT** be recorded for your privacy.

These sessions are:

- Safe
- Respectful
- Inclusive
- Non-judgemental



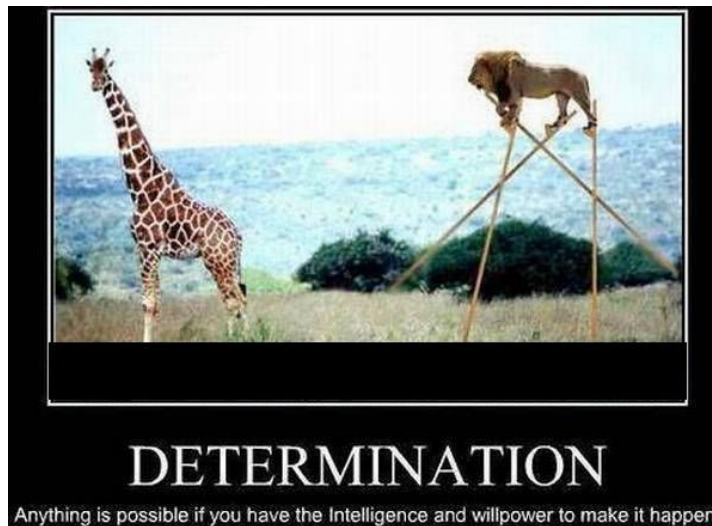
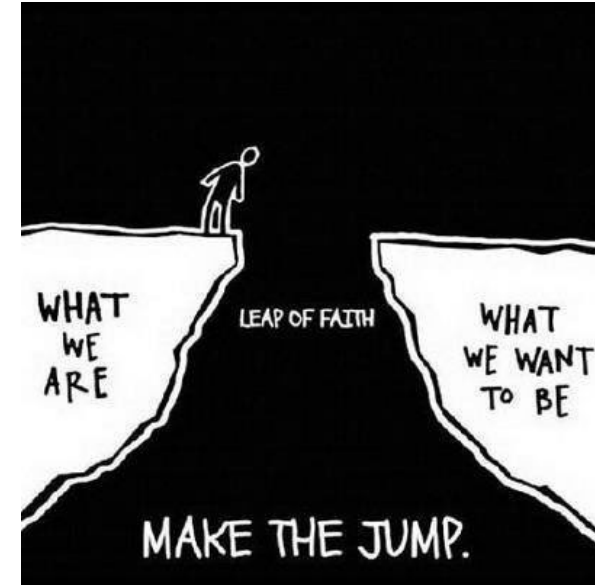
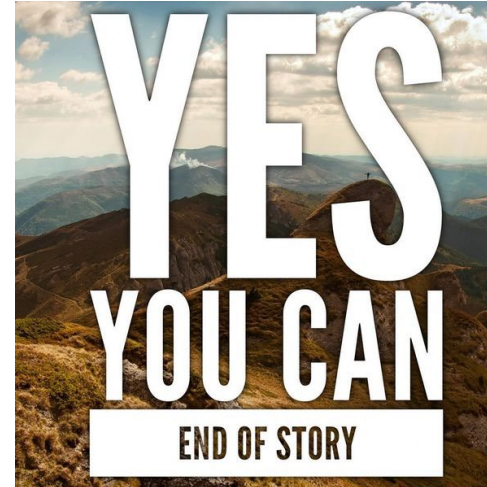
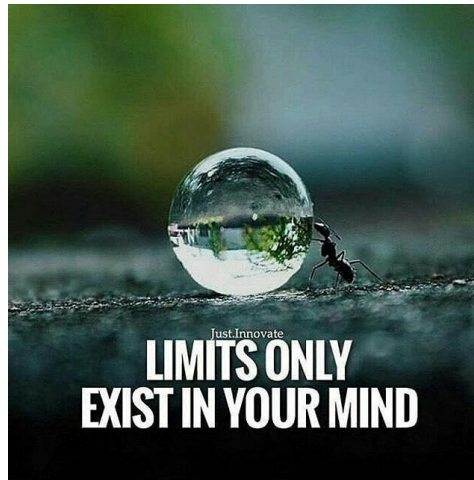
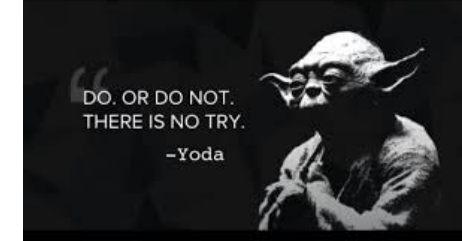
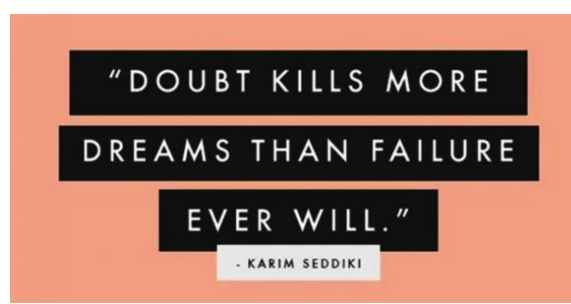
► Motivation

What does it mean?

► Motivation

Motivation is a process that starts with a **need** that activates a behaviour or drive that is aimed at a goal.

Super simple right???



► Motivation

- Motivation ≠ Willpower
- Motivation is non-binary
- Most approaches are simplistic and unhelpful
- Motivation cannot be forced, but it can be cultivated

Self-Determination Theory of Motivation



Assumptions:

- People are interested in growing
- People want to master challenges
- People want new experiences



But what if I am just

~~ANY~~

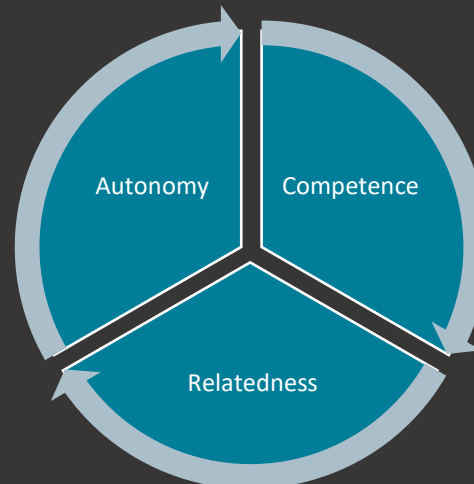
People that don't show these desires are almost always restrained by a barrier. Once the barrier is removed, the needs usually resume.

Self-Determination Theory of Motivation



People have three basic psychological needs that drive action:

- Autonomy
- Competence
- Relatedness



Self-Determination Theory of Motivation



If not met:

- Autonomy -> Overcompensate (PDA, rebel) or shutdown
- Competence -> Low self-esteem/efficacy and performance drops
- Relatedness -> Withdraw (depressive symptoms), poor health outcomes, shortened lifespan, engaging in risky behaviours.

SDT - Autonomy



Common motivational tools:

- Reward
- Punishment
- Internal Pressure

None of these address the need for autonomy

SDT - Autonomy



Better motivational tools:

- Align the desired action with your values
- Align the desired action with your interests

- **Am I choosing to do this thing?**
- **Why am I choosing to do this?**

SDT - Competence



Competence increases with

- Moderate challenge. Achievable and resourced.
- Encouraged to use initiative and being trusted.
- Clear and consistent rules and expectations.
- Relevant, timely, and personalised feedback.

Deakins assessment structure is designed to foster competence

SDT - Relatedness



Relatedness increases with

- Unconditional positive regard
- Empathic responses to emotional expression.
- When others show interest in, and approval of, our actions

Relatedness is a two-way street and can be effectively modelled to others

Self-Determination Theory of Motivation



“How can I create an environment that grows motivation?”

What will you take
away from today?

The goal is *Progress*
not *Perfection*

