

Performance Motivation pulse check

Resources and further reading sheet

Bailey & French.

Respect

What does 'respect' mean to us?

Are there situations in which it's more difficult to show respect?

Clarity

Why is clarity important?

What can get in the way of clarity?

Strengths

What are the benefits of playing to our strengths?

What can get in the way of us playing to our strengths?

Praise

What makes effective praise?

What examples of praise do we see in our organisation?

Growth

What do 'growth' and 'development' mean to us?

What opportunities are there for us to grow and develop in our roles?

Empowerment

What are the blockages to performance in our organisation?

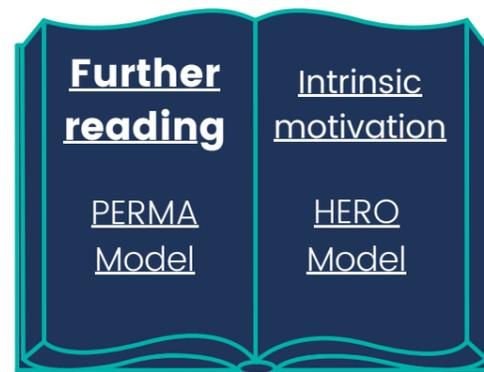
What is stopping us removing these blockages?

We're **more intrinsically motivated and perform better** when we feel we have autonomy, mastery and purpose ([Pink, 2009](#)). Experiencing more respect, clarity, strengths-use, praise, growth and empowerment enables the conditions that empower high performance.

Autonomy Feeling in control of one's life and work which helps us to think creatively

Mastery The desire to get better at something that matters, so we constantly seek to improve and learn

Purpose Feeling that we're working toward something larger than ourselves, which makes us more engaged and productive



Explore these questions together, taking it in turns to answer each one. Support, encourage and positively challenge each other to get the most impact from the conversations.

The six foundations of 'Performance Motivation' are evidenced by [Gallup's 12 Engagement Measurement Module](#), the [Corporate Leadership Council](#) and the [Society for Human Resource Management](#).

H Hope

E Self-efficacy

R Resilience

O Optimism

The **HERO Model of Psychological Capital** is linked to increased wellbeing as well as work and life satisfaction.

By improving one of these four elements, the other elements are positively impacted.