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We are Maxires. MAXImising RESults.

At Maxires, our expertise lies in **Insighting, Consulting and Coaching** people in organizations through building knowledge, skills across sales, service, leadership, helping organizations build capability and maximize ROI on human asset.

Motivation Vs Inspiration

The focus of this quarter is motivation. Motivation involves three major components : Activation, persistence and Intensity. Activation involves the decision to initiate action, persistence is continued effort towards a goal even in the face of obstacles and Intensity is the concentration and vigor that goes into pursuing a goal. All these components are synonymous of the goals and targets maxires sets itself in order to excel continuously.

Motivated and inspired by Nora Robert's quote "*If you don't go after what you want, you'll never have it. If you don't ask, the answer is always no and if you don't step forward, youre always in the same place*", we at Maxires believe in motivating ourselves to achieve new heights so that we can inspire and motivate our clients to scale the skies.

Motivation is Temporary: Look for Inspiration

Both at work and at home we are constantly attempting to motivate ourselves or others to get things done. We might want to be motivated to:

- Get the chores out of the way
- Meet the milestones on some big project
- Do a better job
- Get some weight off and be healthier
- Earn more money

And the list goes on.

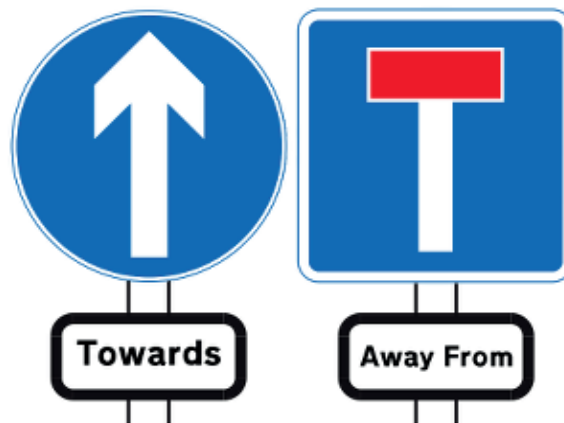
The problem with the state of being motivated is that motivation is only a temporary fix. The traditional drivers to motivation are "away" motivation or "towards" motivation. This means we are either trying to get away from something, someone or some situation or we are drawn towards something we want.



Motivation is Temporary: Look for Inspiration

Away Motivation

Marketers and politicians use “away” motivation because it gets immediate attention when people relate to the worst scenario, and the marketers and politicians use this as leverage and promise us they can find a way out or a solution. Although powerful, it is an ego-based tactic because it preys on people’s fears and problems. Away motivation is only a temporary fix which will only last as long as the fear and problem remain in place.



Towards Motivation

This type of motivation is used for people who are drawn towards something they want. Towards motivation can be powerful for people who are aware they are experiencing what they don’t want and want to move to something they think they want. Once the goal has been achieved, then motivation is lost and a new goal is usually required to reconfigure the sense of motivation. Equally towards motivation is only a temporary fix.

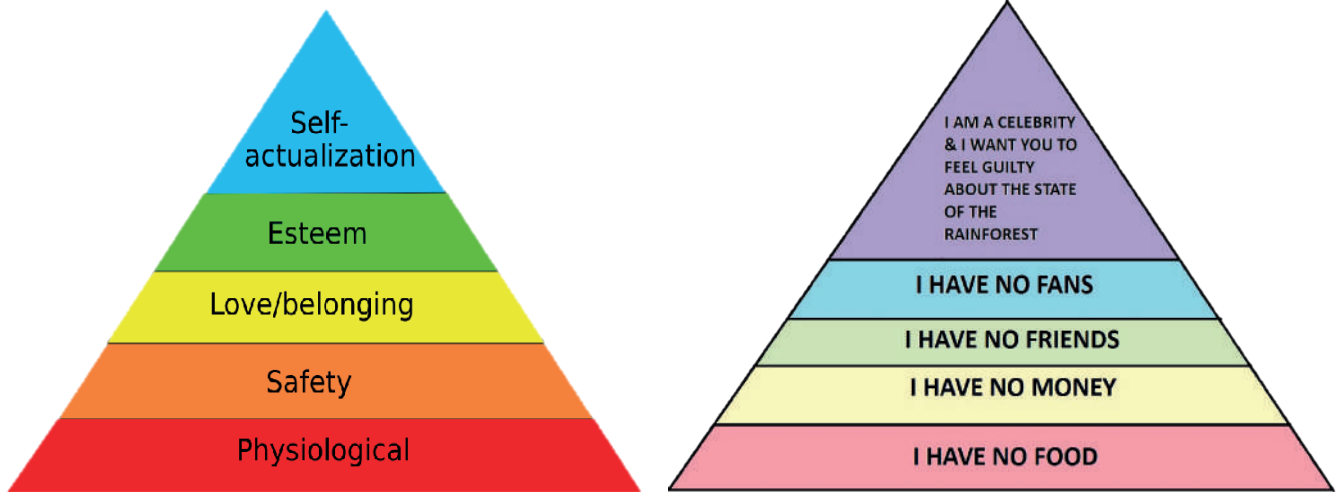
A Word about Maslow

We are constantly being motivated by differing factors linked to our experiences in the world. Maslow’s hierarchy of needs is a powerful much-used theory which maps out the stages of motivation:

1. Physiological – basic survival needs
2. Safety – Feeling secure
3. Social – The ability to experience positive relationships
4. Esteem – Thinking well of oneself and others
5. Self-Actualization – Coming into one’s own power

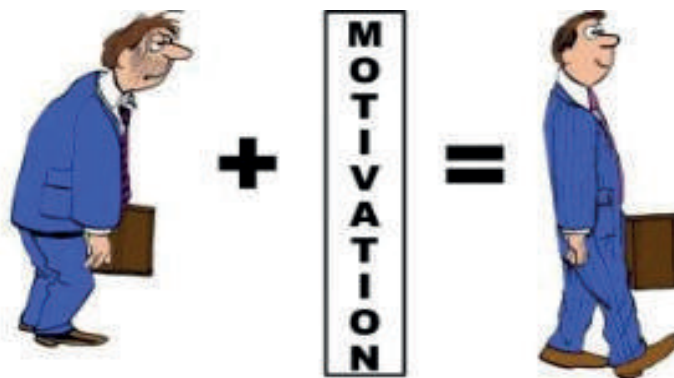
Motivation is Temporary: Look for Inspiration

Maslow: Hierarchy



Maslow's hierarchy is linked to external circumstances and, therefore, will often only be in place temporarily while external influences are positively based. Some people can climb up and down the ladder of motivation depending on what stage their life is currently at. So for example someone who has held a good job for a number of years, may be pretty much up the scale, but when the job goes, suddenly they are down at the bottom of the ladder battling for survival once more.

The Problem with Motivation



Being self-motivated is based on putting the world to rights, or making the world look like we want it to. It is based on the idea that our self-worth and meaning is wrapped up in what we do or what we achieve in the world it is a powerful influencer because we can be quite often successful at motivating ourselves in the short term. And so we often find ourselves seeking new motivation, or more commonly finding our motivation doesn't last, so we don't get the project done on time, or we lose the love, lose the money, or whatever other external circumstance we place our sense of self on.

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So finding motivation is often a double-edged sword, because it is an ever moving feast, and our sense of self is harnessed to an insecure anchor, which can be unpacked without warning.

Here are some of the pitfalls of seeking and using motivation:

1. Self-Worth is based on external factors and if external factors change, our sense of self-worth can change
2. Motivation taps into our fears and can lead to more fearful ideas and thoughts
3. Away Motivation isn't designed to help us learn something about ourselves, it is reactionary
4. Towards Motivation can often lead to us putting our ladder against the wrong wall. How many people think they want that job, partnership, the situation only to find out they are in personal hell?
5. Motivation can be driven by the opinions and values of others and a fear of being different
6. Not being motivated can make people feel like failures.

It's Not All Bad

If you are in the grip of ego and feeling pretty bad, then there is nothing wrong with some towards or away motivation as long as it is understood it is a temporary fix and that it does actually improve your circumstances. The key here is to feel better.

A Better Way

Once we recognize we all have internal guidance, then the need for motivation falls away. Our internal guidance might be called our intuition, our internal being, our higher self, our internal teacher, guide, angel, God, or whatever you feel comfortable with. It is the intrinsic collective consciousness which every single being possesses, but many of us deny.

Motivation is Temporary: Look for Inspiration

Dan Pink in his book “Drive” identifies 3 characteristics of intrinsic motivation: Autonomy, Mastery and Purpose. These characteristics are similar to Maslow’s final layer of motivation: Self Actualization. All of these characteristics are consistent with (but not always exclusively) those of people who are actually inspired by their internal guidance rather than motivated by external influences.

The Intrinsic Motivation **RAMP**

Relatedness

Type : Socialiser

Needs : Social Status, Social Connections, Belonging

Autonomy

Type : Free Spirit

Needs : Creativity, Choice, Freedom, Responsibility

Mastery

Type : Achiever

Needs : Learning, Personal Development, Levels

Purpose

Type : Philanthropist

Needs : Altruism, Meaning, A Reason Why



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When we act with the guidance of our intuition, then we no longer need to feel motivated or find motivation. We feel inspired. Inspired action is acting on the guidance of our collective consciousness which is wiser, better informed and our best friend. Our internal guidance is single-minded and leads us towards the best for us.

Inspired Action Beats Motivated Action

The characteristics of inspired action speak for themselves: Inspired action:

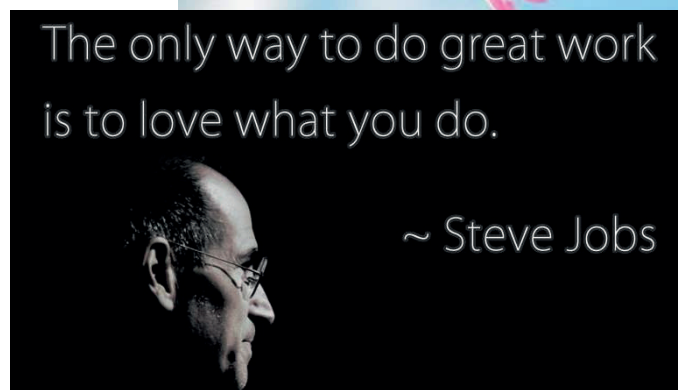
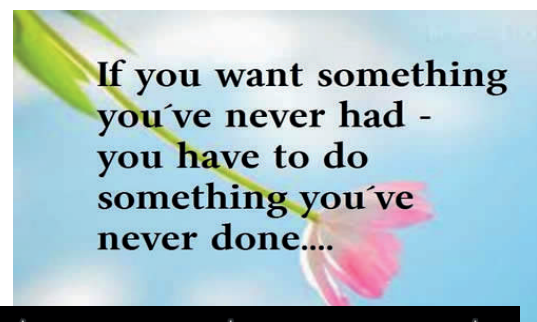
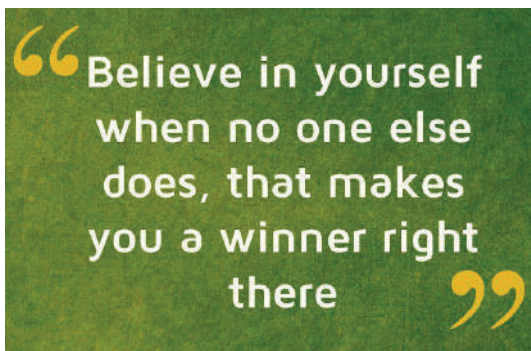
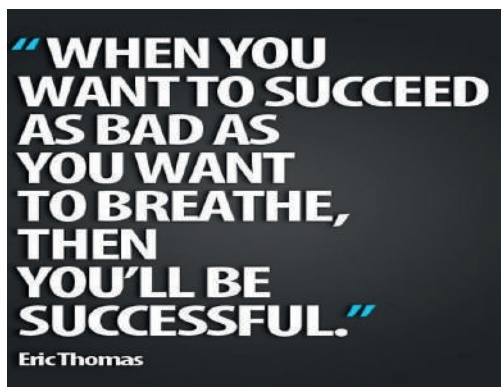
- Always comes from a win/win premise
- Comes from a place of healthy self-worth and love
- Is internally based on values and love
- Respects your desires but is unattached to outcomes
- Wants the best for you
- Wants the best for others
- Brings together heart and mind and so brings clarity
- Creates states of enthusiasm, gratitude and appreciation
- Is joyful and loving
- Keeps us in the present
- Helps us to reach for better thoughts and feelings
- Helps us to uncover who we really are

Motivation is Temporary: Look for Inspiration



So there you have it, if we want to experience something different in our lives, we must stop searching for motivation and ask for inspiration, and then be prepared to listen to our intuition. It's not our job to worry about how it will happen, just be willing

Inspirational Quotes



Our Recent Programmes

Daimler

On 15th April, A one day session was done on personal effectiveness for the BCA's (Blue Collar Assistant) on grooming & hygiene, ethics & values, creating social / corporate responsibility.



Radisson Temple Bay

A two day workshop was conducted on the 18th and 19th May for the HoD's and Managers on various aspects of leadership, Goal setting, Negotiation skills, Team work, Motivation and Stress management. The participants were also taken through case studies, role plays, videos and activities.



Royal Sundaram

A training programme for the branch heads of Royal Sundaram of the Eastern region and Southern region was conducted on 4th-5th May and on 7th-8th May. The teams were put across several simulations and they understood several tools and techniques to enhance their sales effectively.



CareIT Solutions Pvt Ltd

A one day session was done on 13th June for the Human Resource professionals of CareIT Solutions on Fundamentals of recruitment and art of cherry picking.



L&T Ship Building

Maxires conducted a training called “communication to succeed” for employees of L&T Shipbuilding. The training was conducted over a period of four weeks and topics covered included Pronunciation, Tenses, Indianism, Thought structuring, Listening skills and Presentation skills.

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