

Motivation Matters: Understanding What Truly Drives You and Your Team

Most people treat motivation like a dial: turn it up and people work harder, turn it down and they coast. That's not how it works. Steven Reiss's research into human motivation identified sixteen distinct desires that drive behaviour, and every person carries a different mix. This session explores five workplace-relevant drivers: Achiever, Competitor, Connector, Autonomy and Steady. Participants discover what drives them and learn why the same task, reward or feedback can motivate one person but miss the mark with another.

Learning Objectives

- Reframe motivation as a question of what drives someone, not how much drive they have
 - Identify their own primary motivational driver among five common workplace types
 - Spot the assumption trap of managing others through their own driver, and adjust how they recognise, pitch and lead
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Content Outline

The Motivation Myth

- Why the "one dial" view of motivation took hold
- Common myths about money, recognition and competition
- Why the same reward lands differently for different people

Know Your Own Driver

- Five workplace drivers: Achiever, Competitor, Connector, Autonomy and Steady
- Understanding your own motivational drivers
- What changes once you know what actually drives you

Leading People Who Aren't You

- The trap of motivating others like yourself
- Recognising individual motivational differences
- Adapting how you motivate others
 - Stop
 - Pause
 - Ask
 - Check