

VTIC Hub Resources 'April' 2023

WHAT'S NEW 'MONTH' – Motivation, Behaviour and Mindset:

Title: Motivation, Behaviour and Mindset

Introduction:

For the month of April, we are sharing information and resources on motivation, behaviour, and mindset. If you are looking for powerful ways to achieve better outcomes and success for yourself and team or business, focusing on motivation, behaviour and mindset changes will help you and your people move toward those goals.

According to Stanford psychologist Carol Dweck, your beliefs play a pivotal role in what you want and whether you achieve it. Dweck has found that it is your mindset that plays a significant role in determining achievement and success.

Our daily lives are made up of all the different moments we are constantly experiencing. As we enter each moment, our brains trigger a mindset that offers a thought, belief, feeling, or attitude that changes how we engage in that moment. This means our behaviour is directly influenced by the mindset that we adopt. As such our mindset plays a critical role in how we cope with work and life challenges, and is interconnected to our sense of mental and emotional wellbeing.

What is motivation theory?

Motivation theory is the study of understanding what drives a person to work towards a particular goal or outcome. Rather than accepting motivation as an elusive human idiosyncrasy, motivation theories offer a research-backed framework for understanding what, specifically, pushes people forward. Motivation theory doesn't describe one specific approach – rather, it's an umbrella category that covers several theories (e.g., Maslow's hierarchy of needs, reinforcement theory, self-determination theory and Herzberg's two-factor theory etc.), each with a different take on the best "recipe" for motivation in the workplace. It's relevant to all of society but is especially important to business and management. That's because a motivated employee is more productive, and a more productive employee is more profitable.

What is behaviour theory?

Behaviourism, also known as behavioural psychology, focuses on the idea that all behaviours are learned through interactions with the environment through a process known as conditioning. This theory states that behaviours are learned from the environment and says that innate or inherited factors have very little influence on behaviour. Thus, behaviour is a response to environmental stimuli.

What is mindset theory?

Mindset theory describes core assumptions about the malleability of personal qualities (Dweck & Leggett, 1988). The theory represents a social-cognitive approach that stems from goals and goal-oriented behaviour and relates to individual differences in beliefs and values (Dweck & Leggett, 1988). Mindset theory basically states that people hold one of two mindsets about intelligence: a) a fixed mindset, or b) a growth mindset.

Wellbeing coaching support can help you to:

- Learn how to reduce stress in the moment
- Manage troublesome thoughts and feelings
- Motivate you to take the steps that can relieve stress and burnout

- Improve your relationships at work and home
- Rediscover joy and meaning that make work and life worthwhile
- Increase your overall health and happiness

Video resources:

1. How to motivate yourself to change your behaviour – learn about what makes us change behaviour, and the three ingredients to doing what's good for yourself. <https://www.youtube.com/watch?v=xp0O2vi8DX4> (16:48 min)
2. The psychology of self-motivation – learn more about how to become more self-motivated to support your life and leadership goals. <https://www.youtube.com/watch?v=7sxpKhIbr0E> (15:53 min)
3. Promoting Motivation, Health, and Excellence – learn about the two common forms of motivation; autonomous and controlled, and the implications for each on aspects of our lives; especially work and relationships. <https://www.youtube.com/watch?v=VGrcets0E6I> (14:05 min)
4. How to motivate the unmotivated - Simon Sinek says leader should first evaluate whether or not they've created an environment that inspires employees. In order to spark motivation, people must feel seen and valued. <https://www.youtube.com/watch?v=y7xAtSETznY> (1:54 min)
5. This is what makes employees happy at work – listen to insights into what makes workers unhappy, and how companies can benefit their bottom lines by fostering satisfaction. <https://www.youtube.com/watch?v=PYJ22-YYNW8> (4:09 min)
6. Growth Mindset vs. Fixed Mindset - your mindset influences everything from creative risk-taking to how you view feedback to whether or not you finish difficult tasks, and it's one of the greatest factors in determining whether or not you grow and improve in your abilities. <https://www.youtube.com/watch?v=M1CHPnZfFmU> (2:19 min)

Web link resources:

1. What is a mindset and why it matters - Mindsets can influence how people behave in a wide range of situations in life and play a significant role in determining achievement and success. <https://www.verywellmind.com/what-is-a-mindset-2795025#:~:text=What%20is%20a%20Mindset%3F,impacts%20your%20success%20or%20failure.>
1. Use motivation theory to inspire your team's best work - 5 frameworks for understanding the psychology behind that elusive get-up-and-go. <https://www.atlassian.com/blog/leadership/motivation-theory>
2. Motivation and mindset change are powerful ways to achieve success at work - Read about how to change your mindset and win at work. https://www.linkedin.com/pulse/motivation-mindset-change-powerful-ways-achieve-success-ian-burton?trk=pulse-article_more-articles_related-content-card
3. Why mindsets matter: The secret to lasting behaviour change - Read about how mindsets impact behaviour and how to make lasting positive behavioural change. <https://bts.com/2020/12/01/why-mindsets-matter-the-secret-to-lasting-behavior-change-in-moments/#:~:text=As%20you%20enter%20each%20moment,you%20adopt%20in%20each%20moment.>
4. Four ways to weave mental wellbeing into employee motivation <https://reba.global/resource/4-ways-to-integrate-mental-wellbeing-into-employee-motivation.html#:~:text=Motivation%20can%20foster%20positive%20mental,things%20aren't%20so%20positive.>
5. How to Use Herzberg's Two-Factor Psychological Theory on Motivation to Boost Worker Productivity <https://www.masterclass.com/articles/how-to-use-herzbergs-two-factor-theory-to-boost-worker-productivity>

Our workplace wellbeing consultant Dannii provides free and confidential one-on-one wellbeing coaching to business owners and staff. Wellbeing consultations to businesses and leadership teams, as well as training workshops are on offer to small businesses with up to 20 full-time staff or the equivalent. Dannii can be contacted on consultation@vtic.com.au or (03) 7035 5732.

For the current month Wellbeing topic go to:

<https://hub.vtic.com.au/business-support/mental-health-and-wellbeing/whats-new-this-month>

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