

## How Self-Motivated Are You?

Are you motivated to achieve what you really want in life?  
And how hard do you push yourself to get things done?

Wanting to do something and motivating yourself to actually do it are two different things. So, what's the difference between those who never reach their goals, year after year, and those who achieve one goal after another? Often, it's their self-motivation.

Self-motivation is the force that keeps pushing us to go on – it's our internal drive to achieve, produce, develop, and keep moving forward. When you think you're ready to quit something, or you just don't know how to start, your self-motivation is what pushes you to go on. With self-motivation, you'll learn and grow – regardless of the specific situation. That's why it's such a fundamental tool for reaching your goals, achieving your dreams, and succeeding, in this journey we call life.

Take the short quiz to give you a better understanding of how self-motivated you are, and learn some specific tips for improving your self-motivation

|   |   | Not at all | Rarely | Sometimes | Often | Very often |
|---|---|------------|--------|-----------|-------|------------|
| 1 | I'm unsure of my ability to achieve the goals I set for myself.   |            |        |           |       |            |
| 2 | When working on my goals, I put in maximum effort and work even harder if I've suffered a setback.  |            |        |           |       |            |
| 3 | I regularly set goals and objectives to achieve my vision for my life.  |            |        |           |       |            |
| 4 | I think positively about setting goals and making sure my needs are met.  |            |        |           |       |            |
| 5 | I use rewards (and consequences) to keep myself focused. For example, if I finish my report on time, I allow myself to take a coffee break. |            |        |           |       |            |
| 6 | I believe that if I work hard and apply my abilities and talents, I will be successful.   |            |        |           |       |            |
| 7 | I worry about deadlines and getting things done, which causes stress and anxiety.   |            |        |           |       |            |
| 8 | When an unexpected event threatens or jeopardizes my goal, I tend to walk away, set a different goal, and move in a new direction.          |            |        |           |       |            |

|    |  | Not at all | Rarely | Sometimes | Often | Very often |
|----|--|------------|--------|-----------|-------|------------|
| 9  | When I come up with a really good idea, I am surprised by my creativity. I figure it is my lucky day, and caution myself not to get used to the feeling. |            |        |           |       |            |
| 10 | I tend to do the minimum amount of work necessary to keep my boss and my team satisfied.   |            |        |           |       |            |
| 11 | I tend to worry about why I won't reach my goals, and I often focus on why something probably won't work.  |            |        |           |       |            |
| 12 | I create a vivid and powerful vision of my future success before embarking on a new goal.  |            |        |           |       |            |

## Work out your Score

|          |                |          |                |           |                |
|----------|----------------|----------|----------------|-----------|----------------|
| <b>1</b> | Not at all = 5 | <b>5</b> | Not at all = 1 | <b>9</b>  | Not at all = 5 |
|          | Rarely = 4     |          | Rarely = 2     |           | Rarely = 4     |
|          | Sometimes = 3  |          | Sometimes = 3  |           | Sometimes = 3  |
|          | Often = 2      |          | Often = 4      |           | Often = 2      |
|          | Very Often = 1 |          | Very Often = 5 |           | Very Often = 1 |
| <b>2</b> | Not at all = 1 | <b>6</b> | Not at all = 1 | <b>10</b> | Not at all = 5 |
|          | Rarely = 2     |          | Rarely = 2     |           | Rarely = 4     |
|          | Sometimes = 3  |          | Sometimes = 3  |           | Sometimes = 3  |
|          | Often = 4      |          | Often = 4      |           | Often = 2      |
|          | Very Often = 5 |          | Very Often = 5 |           | Very Often = 1 |
| <b>3</b> | Not at all = 1 | <b>7</b> | Not at all = 5 | <b>11</b> | Not at all = 5 |
|          | Rarely = 2     |          | Rarely = 4     |           | Rarely = 4     |
|          | Sometimes = 3  |          | Sometimes = 3  |           | Sometimes = 3  |
|          | Often = 4      |          | Often = 2      |           | Often = 2      |
|          | Very Often = 5 |          | Very Often = 1 |           | Very Often = 1 |
| <b>4</b> | Not at all = 1 | <b>8</b> | Not at all = 5 | <b>12</b> | Not at all = 1 |
|          | Rarely = 2     |          | Rarely = 4     |           | Rarely = 2     |
|          | Sometimes = 3  |          | Sometimes = 3  |           | Sometimes = 3  |
|          | Often = 4      |          | Often = 2      |           | Often = 4      |
|          | Very Often = 5 |          | Very Often = 1 |           | Very Often = 5 |

|       |  |
|-------|--|
| TOTAL |  |
|-------|--|

## Score Interpretation

### 12-27

You allow your personal doubts and fears to keep you from succeeding. You've probably had a few incomplete goals in the past, so you may have convinced yourself that you aren't self-motivated - and then you've made that come true. Break this harmful pattern now, and start believing in yourself again. The tools and tips below will help you get back your motivation.

### 28-43

You're doing OK on self-motivation. You're certainly not failing - however, you could achieve much more. To achieve what you want, try to increase the motivation factors in all areas of your life. Read the relevant sections below, and work on them to strengthen your self-motivation.

### 44-60

Wonderful! You get things done, and you don't let anything stand in your way. You make a conscious effort to stay self-motivated, and you spend significant time and effort on setting goals and acting to achieve those goals. You attract and inspire others with your success. Treasure this - and be aware that not everyone is as self-motivated as you are! (Read below for more.)

# Tips to Improve Your Self-Motivation

## **Self-Confidence and Self-Efficacy** (Questions 1, 2, 6, 8)

Part of being self-motivated is having good levels of self-assurance, self-confidence, and self-efficacy. Being highly self-assured means you will set challenging goals for yourself, and it's also a resiliency factor for when you encounter setbacks. If you don't believe in yourself you'll be much more likely to think, "I knew I couldn't do this" instead of, "This one failure isn't going to stop me!"

Albert Bandura, a psychologist from Stanford University, defined self-efficacy as a belief in our own ability to succeed, and our ability to achieve the goals we set for ourselves. This belief has a huge impact on your approach to goal setting and your behavioral choices as you work toward those goals. According to Bandura's research, high self-efficacy results in an ability to view difficult goals as a challenge, whereas people with low self-efficacy would likely view the same goals as being beyond their abilities, and might not even attempt to achieve them.

It also contributes to how much effort a person puts into a goal in the first place, and how much he or she perseveres despite setbacks.

Take these steps:

- Think about the achievements in your life.
- Examine your strengths to understand what you can build on.
- Determine what other people see as your strengths and key capabilities.
- Set achievable goals for yourself, work to achieve them, and enjoy that achievement.
- Seek out mentors and other people who model the competencies, skills, and attributes you desire.

As you begin to recognise how much you've already achieved – and understand how much potential you have – you will have the confidence to set goals and achieve the things you desire. The more you look for reasons to believe in yourself, the easier it will be to find ways to motivate yourself.

## **Positive Thinking, and Positive Thinking About the Future** (Questions 4, 9, 11, 12)

*Your life today is the result of your attitudes and choices in the past. Your life tomorrow will be the result of your attitudes and the choices you make today.*

*- Author Unknown*

Positive thinking is closely related to self-confidence as a factor in self-motivation. It's important to look at things positively, especially when things aren't going as planned and you're ready to give up.

If you think that things are going to go wrong or that you won't succeed, this may influence things in such a way that your predictions will come true. This is particularly the case if you need to work hard to achieve success, or if you need to persuade others to support you in order to succeed. Your

thoughts can have a major influence on whether you succeed or fail, so make sure those thoughts are "on your side."

Positive thinking also helps you think about an attractive future that you want to realise. When you expect positive results, your choices will be more positive, and you'll be less likely to leave outcomes to fate or chance. Having a vivid picture of success, combined with positive thinking, helps you bridge the gap between wanting something and going out to get it.

To apply "the power of positive thinking", do the following:

- Become aware of your thoughts. Write down these down throughout the day.
- Challenge your negative thoughts, and replace them with positive ones.
- Create a strong and vivid picture of what it will be like to achieve your goals.
- Develop affirmations or statements that you can repeat to yourself throughout the day. These statements should remind you of what you want to achieve, and why you will achieve it.
- Practice positive thinking until you automatically think about yourself and the world in a positive way, every day

### **Focus and Strong Goals** (*Questions 3, 7*)

A key part of building self-motivation is to start setting strong goals. These give you focus, a clear sense of direction, and the self-confidence that comes from recognising your own achievement.

First, determine your direction through effective goal setting. When you set a goal, you make a promise to yourself. Part of the strength of this is that it gives you a clear direction. Part is that you've made this promise to yourself, and you'll want to keep this promise. And part is that it's a challenge, and it's fun to try to meet that challenge!

According to Locke's goal-setting theory, your goal should have the following characteristics:

- Clarity – Effective goals are clear, measurable, specific, and based on behavior, not outcomes.
- Challenge – Goals should be difficult enough to be interesting, but not so difficult that you can't reach them.
- Commitment – Goals should be attainable, and should be relevant – that is, they should contribute in a significant way to the major objectives you're trying to achieve.
- Regularity of Feedback – Monitor your progress towards your goals regularly to maintain your sense of momentum and enthusiasm, and enjoy your progress towards those goals.
- Sufficient Respect For Complexity – If the goal involves complex work, make sure that you don't over-commit yourself. Complex work can take an unpredictably long time to complete (particularly if you have to learn how to do the task "on the job").

When you have a variety of goals, be sure to schedule your time and resources effectively. You can achieve the "focus" part of self-motivation by prioritising and establishing a schedule that will help you succeed. It doesn't make sense to work until you're exhausted or give up one goal to achieve another.

**Motivating Environment** (*Questions 5, 10*)

The final thing to focus on is surrounding yourself with people and resources that will remind you of your goals, and help you with your internal motivation. These are external factors – they'll help you get motivated from the outside,

You can't just rely on these "environmental" or outside elements alone to motivate you, but you can use them for extra support. Try the following:

- Look for teamwork opportunities. Working in a team makes you accountable to others.
- Ask your boss for specific targets and objectives to help you measure your success.
- Ask for interesting assignments.
- Set up some goals that you can easily achieve. Quick wins are great for getting you motivated.
- Buddy up with people who you trust to be supportive, and ask them to help keep you accountable.
- Try not to work by yourself too much. Balance the amount of time you work from home with time spent working with others.

When you start your self- motivation program, you may tend to rely heavily on these external factors. As you get more comfortable and confident with your self-motivation, you'll probably use them only as needed, and for a little extra help.

