Coaching and Internal Motivation

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What is motivation?

✓ Guides us to act
✓ Makes us do whatever we need to reach a goal

To be motivated must:
1. Make a decision to do something
2. Continue to work toward goal
The old fashioned carrot-and-stick approach worked successfully in the 20th century.
Types of Motivation

External
- Benefit package
- Bonuses
- Promotions
- Trophies, medals
- Money
- Discounts
- Higher commissions
- New technology

Internal
- Acceptance
- Curiosity
- Honor
- Independence
- Order
- Power
- Social contact
- Importance
What is True Motivation

• Generated from inside
• Doing something without external prompting
Elements of Human Motivation

Autonomy
- Choice
- Control

Mastery
- Competence
- Challenge

Connection
- Purpose
- Relationships

Internal Motivation

Sustained Behavior Change

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Happiness Results in Flow

- Intense focus in present moment
- Thoughts extend directly to actions
- Stop thinking about self, worries, concerns
- Sense of perfect control over what doing
- Lose sense of time
- Activity is internally motivated
Coaching fosters motivation that already exists in individuals they coach
Besides autonomy, mastery and connection ... what could be your other internal drivers?
Achieving Your Goals

**WHY**
Do you want to achieve it?

**WHAT**
Will you do? <when, where, how>

**WHO**
Will you need to be?
Building Blocks for Internal Motivation

- Meaningfulness
- Choice
- Competence
- Progress

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Great coaches don’t motivate their clients …

… they foster the motivation that already exists in them.

*Internal motivation is the driving energy that catalyzes and sustains behavior*