



Coaching and Internal Motivation

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4th Kuwait Coaching Conference, January 28-30, 2018
Radisson Blu Hotel, Kuwait

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**

A simple illustration of a long, thin wooden stick angled upwards from left to right. A small carrot with green leaves is tied to the right end of the stick, hanging down. This visual metaphor represents the 'carrot-and-stick' approach to motivation or discipline.

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**

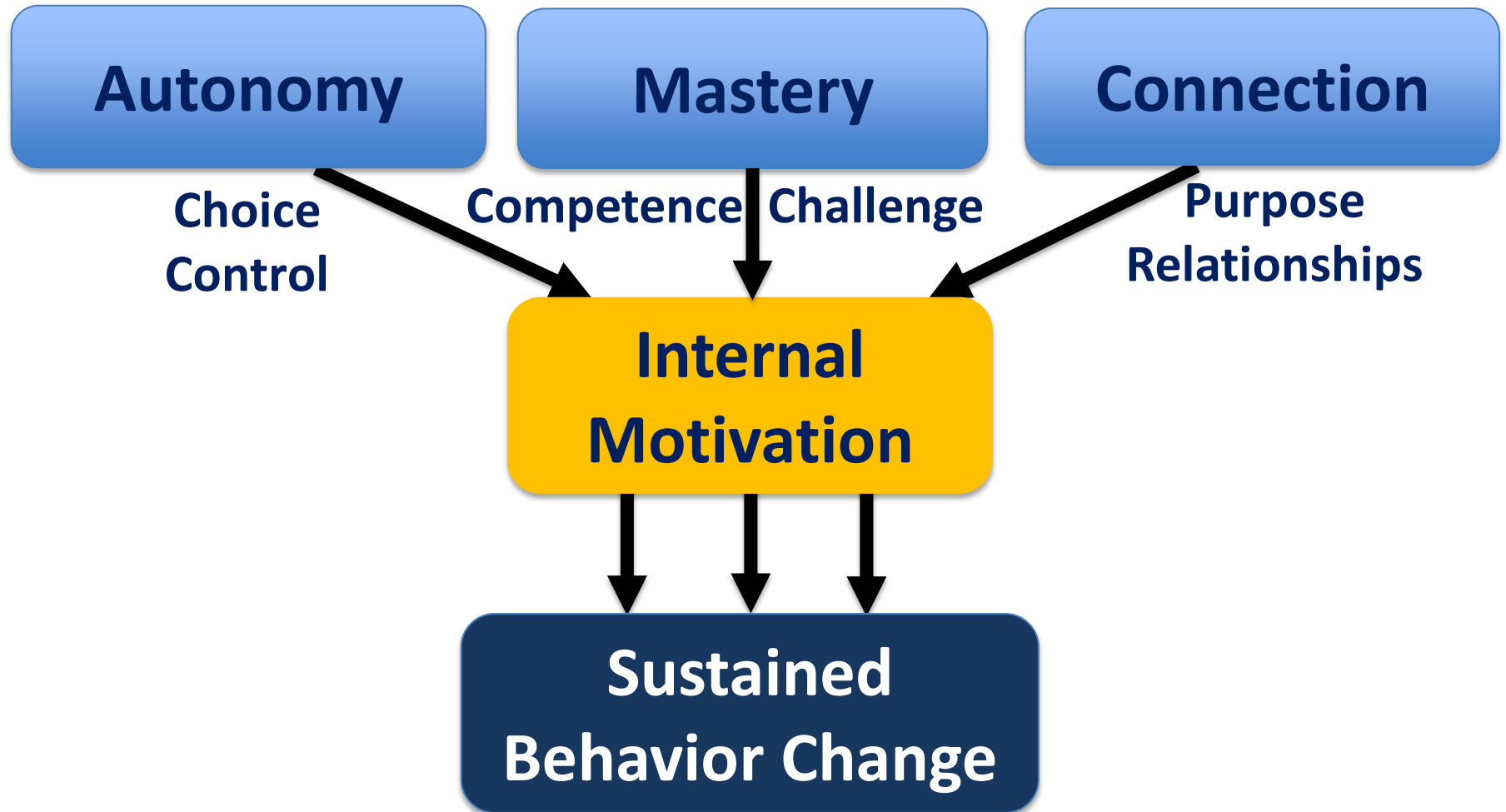


What is True Motivation

- **Generated from inside**
- **Doing something without external prompting**



Elements of Human Motivation



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

The word "Flow" is written in a large, bold, and highly stylized, handwritten font. The letters are thick and black, with a dynamic, almost calligraphic feel. The 'F' and 'l' are particularly prominent, with long, sweeping strokes that suggest movement and fluidity. The overall impression is one of energy and motion, which aligns with the concept of "Flow" discussed in the text.

**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**



The Bottom-Line....

**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***