

The Psychology of Productivity & Motivation





Our Mission

To promote mental health and to improve the care and treatment of persons with mental illness through advocacy, education and service.

Proud member of

United Way
of Greater St. Louis



Productivity

- ◉ To create or bring about a goal by intellectual or physical effort
- ◉ A desired goal that a person envisions, plans and commits to achieve



Goal Setting

How hard is it to reach our goals?



Studies show that we exaggerate the effort it takes to reach a goal

Choosing the Right Goals

Choose Goals That:

- Are personally important to you
- Are your own goals, not one that someone else chooses for you
- Can be stated in a process form



Example:

organizing desk

vs.

admiring a clean desk

Choosing the Right Goals

Choose Goals That:

- Bring meaning into your life
- Can be stated as an approach toward something rather than an avoidance of something



Example:

I want to ace all
my courses

vs.

I don't want to fail

Positive Characteristics of Goals

Specific & Challenging:

- Specific goals vs. vague or “do your best” goals
- Set the bar higher – make your goals challenging
- Time specific



Positive Characteristics of Goals

List the Goals vs. the Outcomes:

- This will lead you to a specific plan of action

- Example:

Call sister weekly

vs.

Have a better relationship with sister



Positive Characteristics of Goals

Measurable:

Something you can see and measure

Attainable:

Something that is reasonable and possible

Example:

Lose 2 lbs. a week

vs

lose 10 lbs. by this weekend

Example:

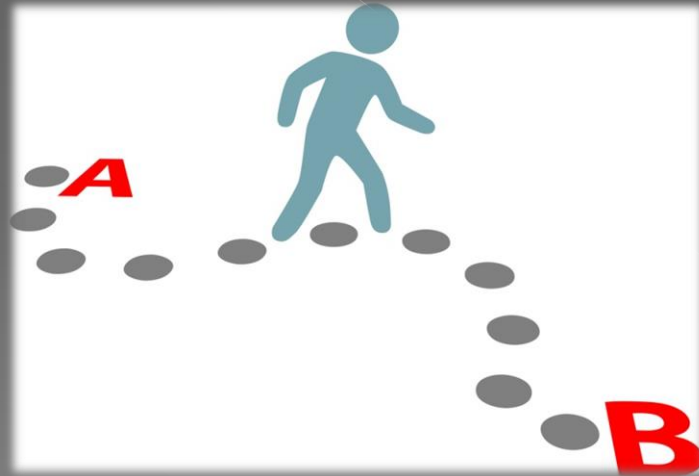
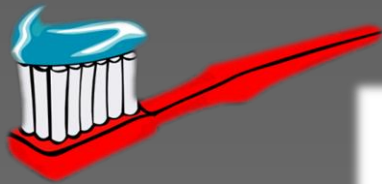
Run a 5K by May 2016

vs

Get more exercise



Connect the new to the old – form new associations



When tempted to give up your goals, distract yourself



Review the
consequences of
not following through



Pre-Commitment Conditions

- Derail your existing bad habits
- Repeat, repeat, repeat



Pre-Commitment Plan

- ◉ Satisfy distractions first



- ◉ Lock away distractions



- ◉ Don't use punishment for not meeting goals



Social Support

Stay Committed through accountability to:

- Supportive People
- Friends or co-workers with a mutual goal
- Couples



Strong Intentions

“Every intention sets energy into motion, whether you are conscious of it or not.”

Gary Zukav

Research finds when people stated that they “strongly intended to do something”, their goals were more often realized than weak intentions.

If, Then Success Plan

An Implementation intention may be phrased in the following way:

“If situation x arises, then I will perform response Y.”

(If, Then Exercise)



Procrastination



Procrastination Prevention

Lies that people who procrastinate tell themselves:

- “I’ll feel more like doing this tomorrow”
- “I work best under pressure”
- “This isn’t important”
- “I’m more creative under pressure”
- Overestimate the time they have left to perform the tasks
- Underestimate the time it will take to complete the task
- Mistakenly think that succeeding at a task requires that they “feel” like doing it.

Three Types of Procrastination

Arousal Type:

- Thrill seekers who wait until the last minute for the euphoric rush

Avoider Type:

- Who avoid fear of failure or fear of success, but in either case are worried about what other people think.
- Would rather have people think they lack effort than ability

Decisional Type:

- Cannot make a decision – this absolves them of responsibility for the outcome of the events

Cost of Procrastination

Health – research shows people who procrastinate have compromised immune systems

Insomnia- due to worry about uncompleted tasks

High cost to others because of the shift of responsibility to others who become resentful

Destroys teamwork in the workplace and private relationships

Higher consumption of alcohol

10 Tips for Sticking to your goals

I've got a plan
and I'm sticking
to it.



Vision Board

LIVING AT THE BEACH **THE POWER TO CHANGE**

FOCUS **MY 2011 LOVIN' LIFE** **inspire**

DREAMS **balance** **MILLIONS USING GOD and LIVING THE DREAM** *Generous Spirit*

MULTIPLE STREAMS OF INCOME **ALIGN, EXPAND and SUCCEED** **ONE MINUTE MILLIONAIRE** **TIME FREEDOM**

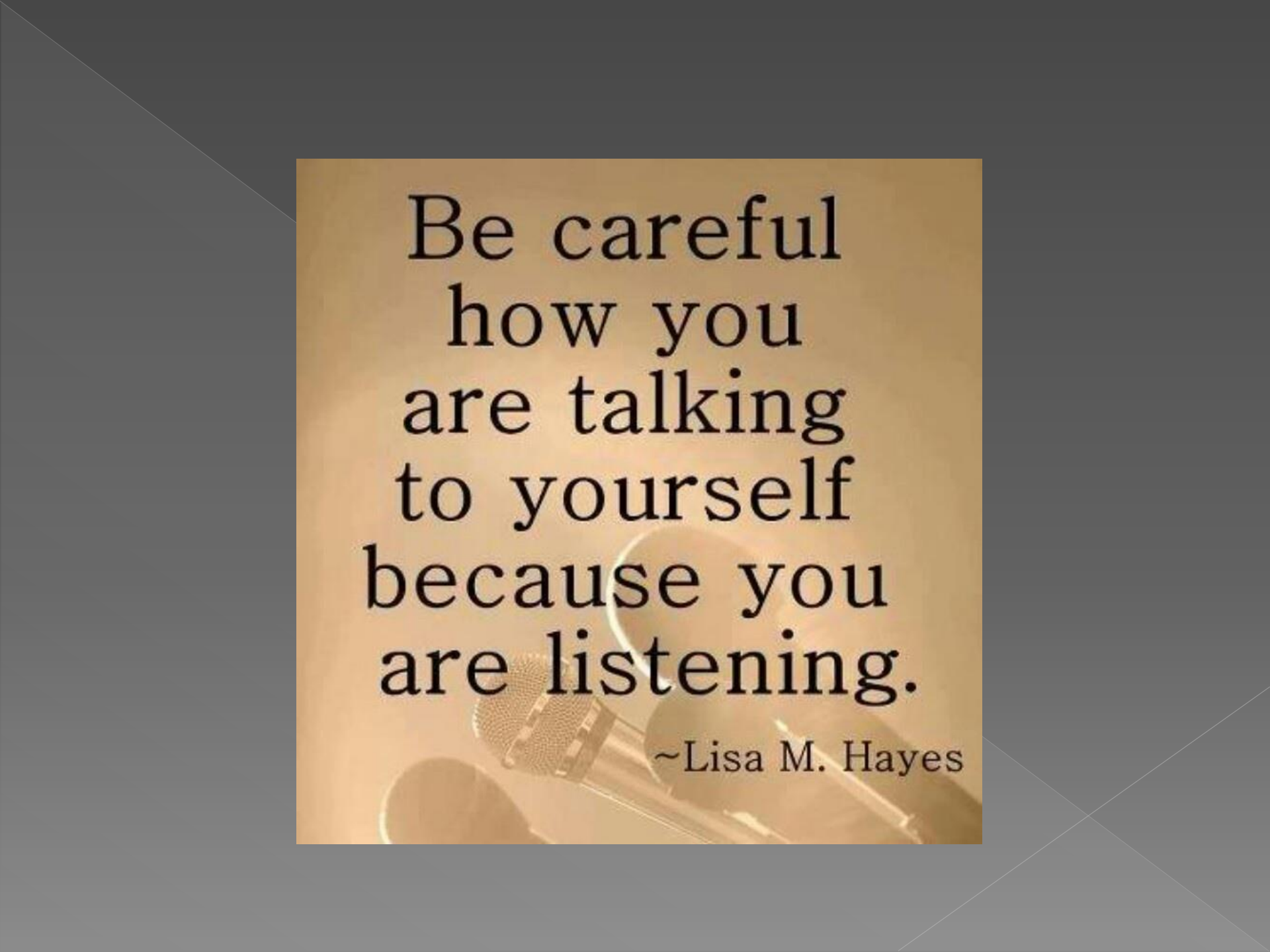
Relationships **JOY** **INSPIRING MILLIONS** **Giving Back** **A Healthy Body**

LOVING, FUN, GROWING **FINANCIAL FREEDOM** **SPiritual GROWTH** **TRAVEL** **IN THE FLOW**

FAITH **Leader** **QUALITY FAMILY TIME** **THE WORLD**

ITWORKS! CAR **DESTIN JEWELERS #1** **ASPIRE TO INSPIRE** **Cancun**

The vision board features a collage of images including palm trees, a clock, a book cover for 'One Minute Millionaire', a fighter jet, a sunflower, a beach scene, a red sports car, and a Cancun logo. Text elements are arranged in various fonts and colors, including red, green, blue, and pink, with some in all caps and others in script.

The image features a quote by Lisa M. Hayes centered on a light beige background. The background is a close-up photograph of several microphones, with one in the foreground being particularly prominent. The quote is written in a black, serif font. The text reads: "Be careful how you are talking to yourself because you are listening."

Be careful
how you
are talking
to yourself
because you
are listening.

~Lisa M. Hayes

Motivation



Motivation is consumable, but rechargeable

- Practice Self Compassion-fear of failure, social comparison, and perfectionism can sabotage our motivation
- Reassuring yourself with kind words can help keep motivation on track and stop your inner critic
- Remember: “If kicking worked, it would have worked a long time ago.”

Staying Motivated

- ◉ Manage your energy instead of your time
- ◉ Four types of energy: physical, emotional, mental, and spiritual

(Jim Loehr, 2003)



Physical Energy

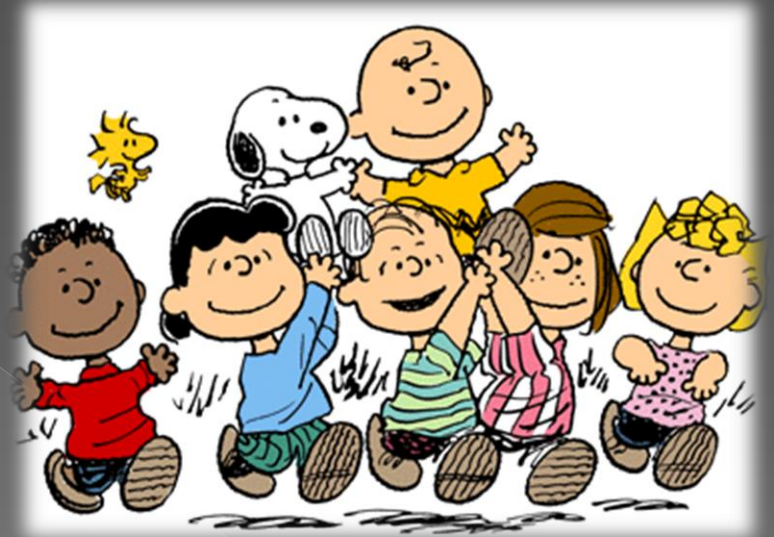
Regulators of physical energy are:

- ◉ Breathing,
- ◉ eating
- ◉ Drinking water
- ◉ Sleep a night
- ◉ A recovery break every 90-120 minutes



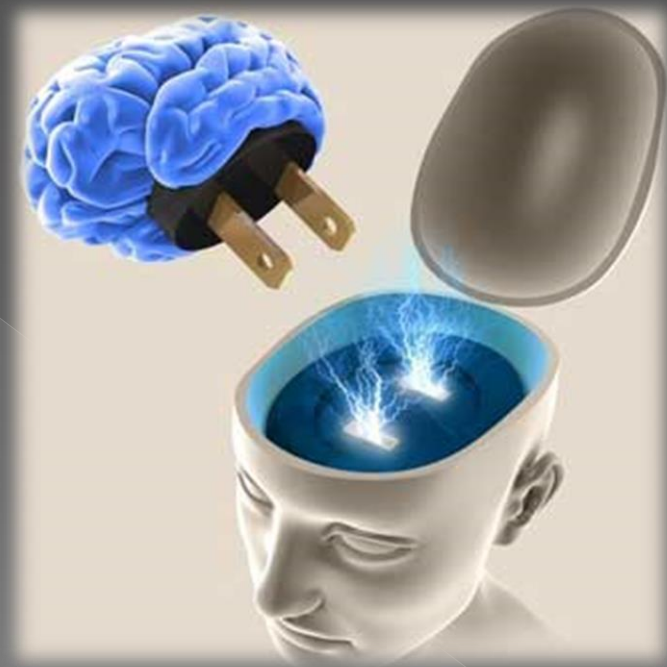
Emotional Energy

- To perform our best we must access pleasant emotions – enjoyment, challenge, adventure, & opportunity
- Enjoyable, fulfilling, & affirming activities are a source of renewal & recovery
- Healthy relationships renew energy



Mental Energy

- Used to organize our lives and focus our attention
- Best when combined with realistic optimism – working toward a desired outcome or goal



Spiritual Energy

- ◉ Fuels the passion, perseverance, and commitment
- ◉ Derived from a connection to live by our deepest values



Staying Motivated

We need to manage our different energies instead of our time

- “If you are low on energy it doesn't matter how much time you have.”
- “If you have a ton of energy, you can get many things done in a short amount of time.”



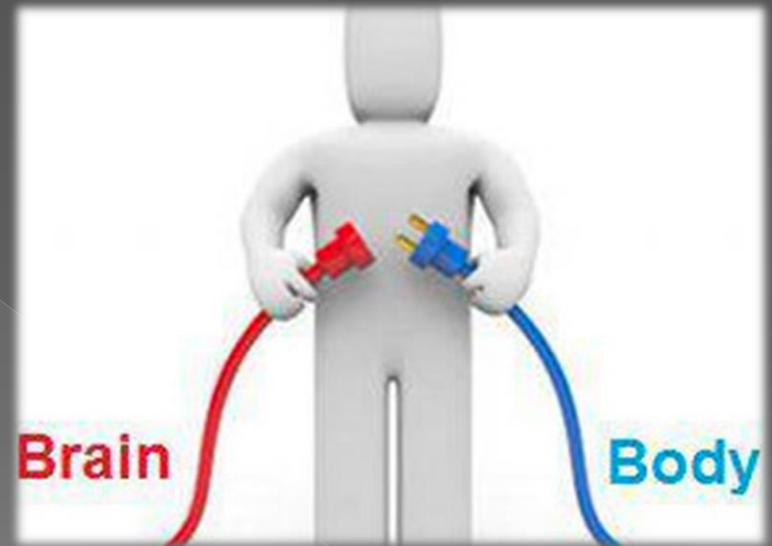
Ways to Use Your Energy



- Pay attention to how much energy you have and devise ways to increase your energy every day
- All hours are not created equally – pay attention to your energy cycles
- Energy diminishes with overuse

Ways to Use Your Energy

- You are not a machine – humans need relaxation, rest, & recovery for top performance
- The body & brain are integrated - if the body breaks down, you won't accomplish anything.



Ways to Use Your Energy

- You have a gas tank and you have to fill it
- Tweak habits that make you arrive late to work



Daily Rituals for Increased Energy

- ◉ Get food on a regular basis
- ◉ Drink Water
- ◉ Eat right
- ◉ Exercise
- ◉ Meditation
- ◉ Breaks
- ◉ Music
- ◉ Do a mindless task
- ◉ Interact socially with co-workers
- ◉ Take a walk
- ◉ Go out for lunch

Brain Science & Motivation

- Motivations are highly dependent on our dopamine systems in the brain
- When we take on a problem we need to pump ourselves up with dopamine along the way
- Reassuring that we will be rewarded in the end of our pursuit is like driving with no fuel



Brain Science & Motivation

- Physically ticking off the tasks we set out to complete gives us enough fuel (dopamine surge) to make us want to continue
- Make the tasks small enough or close enough in time that you don't go long without the dopamine reward
- Keep rewarding yourself along the way



Brain Science & Motivation



Savor Success:

- The brain is like Velcro for the negative and Teflon for the positive
- Own your success

Sustained Goal Pursuit

Babies who learn to walk experience failure after failure, but they still learn to walk

Every failure is one step closer to success

Appreciate the process, not just the final goal





For more information:

Visit our website

www.mha-em.org

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Mental Health America of
Eastern Missouri



Follow us on Twitter
@MentalHealthSTL



"There is no health without mental health."