



Rewriting the Motivation Map

How to lead your team and find motivation & productivity once novelty and adrenalin subside.

As many workplaces have been forced to embrace WFH as a full-scale, indefinite shift to keep productivity and services continuing, teams are now navigating a sudden, yet predictable behavioural change in how they relate to and engage in their work. COVID-19 was simply the first in a set of waves that loom large on the horizon of work as we know it.

It's likely your team have been progressing through the following phases:

Honeymoon/Novelty - "This is new and fun, isn't it? Hey, I didn't know you had a puppy!"

Adrenalin Response - Your team seem to be responding to this crisis with purpose and speed. "We're more productive than ever..."

Waning Motivation - You're starting to find it hard to apply yourself to task. "I dunno about others, but it's a bit of a struggle today."

Yet, this is only the start of a significant downward trend. Left unchecked, you'll see your teams experience the following troublesome phases:

Lowered Productivity - With an absent goal and motivation structure, work will feel laborious and lacking inspiration.

Chronic Decline - A poor connection to work coupled with daily exposure can lead to a long-term state of underperformance.

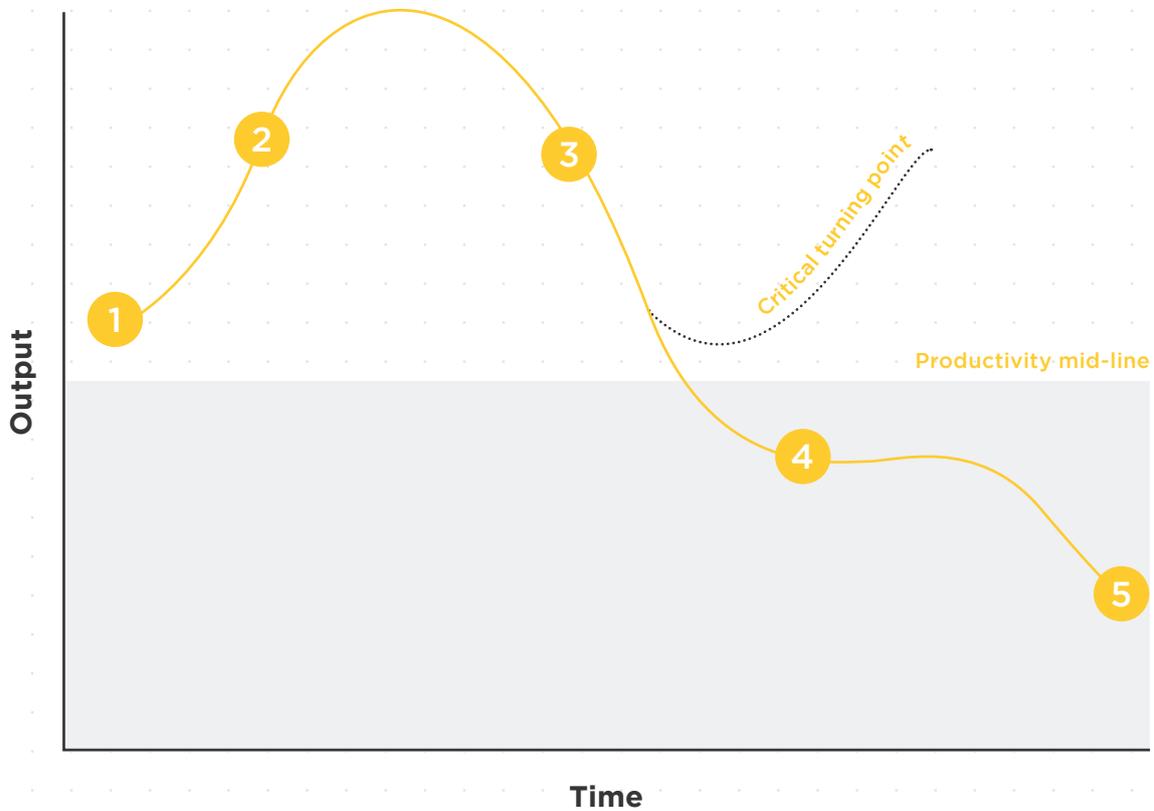
So, where are you?

In the early stages of the COVID-19 response by businesses the novelty and adrenalin stages will likely be experienced by your teams and their leaders. But make no mistake; this will shift, and shift quickly.

Clearly, we will need to support our people as they head into the inevitable stages of lowered motivation and mood.

Forward-thinking businesses and organisations will recognise the impending motivation slump and take action.

Phases of Motivation



- 1 Honeymoon/Novelty Phase
- 2 Adrenalin Response
- 3 Waning Motivation
- 4 Lowered Productivity/Worth
- 5 Chronic Decline

PHASE 1

Honeymoon/Novelty period -

Many workplaces had WFH policies and practices in place prior to COVID-19. But we're going to find over time they will be manifestly inadequate for creating a long-term productive solution to remote working. Sure, in the early days the sense of freedom and fluidity that comes from back-to-back days of WFH might be novel, even fun, but this is typically very short lived.

PHASE 2

Adrenalin Response -

The human body is magnificently well-equipped to deal with crisis. As a sudden and dramatic shift occurs, our attention narrows, concentration increases and we will even see a sharp upswing in productivity in some cases. That is due to the powerful neuropeptides of adrenalin and cortisol flooding our synapses; our chemical jet fuel. But like a high octane fuel, it burns hot and fast, and within a week or two will wane, leaving your team in a significant slump.

PHASE 3

Motivation Wanes -

Suddenly your teams will go from being hyper-productive and focused people in full crisis-solving mode to struggling to get out of bed in the morning. There will be a decreased energy state and lack of connection to the meaning of work.

PHASE 4

Lowered Productivity/Worth -

In this lowered motivation state, rational people may fight the good fight for a number of weeks or even months, but their output will be significantly less than normal. In some ways it's a slow unrelenting reinforcement cycle taking place. Because you're less motivated and connected to your work, you tend to value it less, which leads to poorer outcomes. This of course, leads to lowered motivation to do the work, leading again to poorer application to task...and so on.

PHASE 5

Chronic Decline -

This phase will be characterised by a continuing lowered application to work that has the danger of becoming chronic. People will struggle with significantly lowered energy states, an inability to focus and lack of meaning attached to work. Left unchecked over time, this will lead to permanent states of underperformance and significant increases in mental health incidents in employees.



You can rewrite your motivation map.
And we can help you do it.

A two-part learning series that can be facilitated as a 2 hour virtual learning experience or as 2 x 1 hour sessions spaced within a work week.

In these sessions we'll cover:

- How motivation works and the key psychological drivers of it.
- Surprisingly simple tactics to help your WFH team find motivation and purpose.
- The common roadblocks to progress and how to overcome them.
- Handy tools to help lift motivation and energy states.

Early warning signs are being felt as we navigate this once in a century event, but do you have a plan in place to help your teams face the inevitable challenges ahead?