

How to add micro moments of motivation into your work

Why it matters

Small actions to increase motivation can boost our overall work satisfaction, productivity and drive.

Author [Dan Pink](#) talks about three areas in his structure for drive & motivation:

Motivation =
purpose
+ mastery
+ autonomy.

Coach yourself questions

Purpose: What am I working towards that's meaningful and beyond myself?



Mastery: What am I doing to improve the skills I want to be known for?



Autonomy: How in control am I of the what, when, and how of my work?



Ideas for action



Purpose

1. Connect with problems

This is borrowed brilliance from Dan Cable's [Follow Your Blisters](#) article.

Ask yourself:

🔗 *What's a problem I care about solving, that I can't let go, even if I'd like to?*

2. Read quotes that inspire you

Write these down when you find them so that they are all in one place.

"Don't sit down and wait for the opportunities to come. Get up and make them."

-[Madam CJ Walker](#)

"However difficult life may seem, there is always something you can do and succeed at."

-[Stephen Hawking](#).

Mastery

1. Share your knowledge

Share what you know in a format that could be useful for other people to learn e.g. a LinkedIn post, an email or a short presentation.

Ask yourself:

🔗 *What do I want people to think/feel/do because as a result?*

2. Make 5 small changes

Think about 5 small changes that could help you to stretch and build on something you want to be known for.

Ask yourself:

🔗 *What do I do frequently?*

🔗 *What 5 small things can I do to get even better at this?*

🔗 *How can I get started today?*

Autonomy

1. Create a 'no contact' window

Schedule a 'no contact' window to create focus on the things you want to work on. Let your team know you won't be contactable so you don't worry about responding during this time.

Ask yourself:

🔗 *What work do I want to focus on?*

2. Add-in autonomy

Create autonomy by taking control of how you are working:

🔗 *Only check emails 3 times a day*

🔗 *Delete social media from your phone*

🔗 *Leave work on time*

🔗 *Schedule a break (and stick to it)*

🔗 *Hold walking meetings.*

Recommended resources



Drive: The Surprising Truth About What Motivates Us
 by Dan Pink



Author Dan Pink's [Ted Talk](#) examining the puzzle of motivation.



A live recording with special guests where we discuss what drains and drives people on episode [#370](#) of Squiggly Careers.