

Training Outline

Beliefs and Motivation



Introduction to the training module

This training module deals with the limiting beliefs normally associated with motivation in the workplace.

The most common false belief about communication is that it works!

I know that the above statement may sound strange, after all most managers spend most of their time trying to motivate their team. It may work for a short while, but usually external motivation (the stick or the carrot) do not work in the long term for most people.

That is because “motivation” is not what most people need.

If motivation worked one pay rise should be sufficient, one pep talk should get people moving, a warning should get people back on track, a motivational seminar should change your life, a motivational book should be all you need.

But this is seldom the case. Why? Because most people have some limiting beliefs in the way. They focus on changing the behavior instead of the belief that created it.

Let me give you an example;

The manager notes that “Bob’s” performance is slipping. The manager tries to “motivate” Bob by encourage him, telling him that he can do better, showing him some of his better past performances results, etc. Is this going to motivate Bob, if deep inside (probably unconsciously) he believes that “he has lost his touch and he is not really good enough for the role”? Obviously not, it is first important to investigate the beliefs behind the behavior.

We need to first change what we believe, then we can change what we do.

This training presentation focuses on bringing any limiting belief about motivation (for ourselves and others) that participants may have to the surface, and then showing them how to bust them and replace with new ones.

Often people try to change what they do (their behavior) without addressing “why” (their beliefs) they do it. This usually leads to a short term improvement and then the inevitable relapse.

Once we have changed our beliefs, our new behavior will last, because it will be aligned with our new “identity”.

This session also focuses on discussing the difference between “motivation” and “inspiration”. By using an “internal” point of reference (inspiration) instead of an “external” one (motivation), the results will be more apparent and longer lasting.

This training presentation has been designed to be “hands on” and to encourage the participants to work on their real life beliefs and to make changes that will be reflected in a short time on their performance.

If you are interested in learning more about this training module, or if you would like to book one, please contact us by:

Send an email to: info@beliefbuster.com.au

Call (61) 0425 27 3238

Use the submission form at www.beliefbuster.com.au/contact

Beliefs and Motivation Training Outline

Delivery time: 3 hour workshop

Workshop Outcome:

At the end of this training presentation, participants will be able to acknowledge and understand any limiting beliefs they may have in regards to motivation. Participants will also be guided through a reframing exercise to ensure that past limiting beliefs are eradicated and new ones are installed.

Beliefs and Motivation Training Outline:

- ***Introduction of the trainer and workshop content and creation of a context***

In this segment, participants will be introduced to the trainer and a context for the session will be defined. An exercise will be used to elicit participant's beliefs about communicating in the workplace as this is a "hands on" session and each person will have the opportunity to work on actual beliefs they have.

- ***Beliefs vs. Facts***

The purpose of this segment is to show the difference between Beliefs and Facts. Participants will be shown how our behavior, and therefore the results we achieve in life, is a direct result of the beliefs that we hold to be true. The first important step is to be able to consciously determine if we are dealing with a belief or with a fact.

Each person will be able to analyze their beliefs and assess to which category they belong.

- ***How beliefs are formed***

To be able to eliminate a limiting belief, it is first necessary to understand how they are formed. As this, usually, happens at an unconscious level, we need to become aware when a belief is taking shape, and to determine if it is a limiting one.

To understand how beliefs are formed, participants will be explained how we "create" our reality and how we "filter" external events. By understanding how we give "meaning" to something that happens, we can then choose a new meaning.

This part of the session also covers the hierarchy of beliefs and how core beliefs shape our "identity".

- ***Busting a belief***

Participants will be guided through an interactive exercise that will show them how to challenge, reframe and eliminate a limiting belief. Different tools and techniques will be used and thought, to enable participants to gain an understanding of how to bust beliefs. Each person will have the opportunity to create a new set of empowering beliefs to replace the old limiting ones.

- ***Making change last***

Once a new set of beliefs have been decided, participants will be shown how to make them permanent and part of their new identity. A set of tools and techniques designed to achieve this will be shown and taught.

- ***Question time and close***

Participants will be given time to ask any question or to seek clarification on any part of the session.