Motivation

Presentation developed by Lydia Rest, LCSW
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Goals

First session:
• Overview of Motivational Enhancement Strategies
• Explore Stages of Change Model
• Internal vs External Motivation
• Identify Concrete/Specific goal or behavior change

Second session:
• Decisional balance, Values Clarification and other exercises
• Weekly commitments and Resources
Motivational Enhancement Therapy

- Originally developed for treating individuals addicted to drugs and alcohol
- Designed to produce rapid, internally motivated change
- Resolve ambivalence
- Mobilize the client’s own change resources
- Emphasis on personal choice

- NOT confronting
- NOT telling you what to do
- NOT threatening with consequences
- Talk yourself into change
STAGES OF CHANGE
Upward Spiral - Learn from each (re)lapse

PRECONTEMPLATION
No intention of changing behavior

CONTEMPLATION
Aware a problem exists. No commitment to action.

ACTION
Active modification of behavior

PREPARATION
Intent upon taking action

MAINTENANCE
Sustained change - new behavior replaces old.

RELAPSE
Fall back into old patterns of behavior.
Types of Motivation: Internal

• Challenge
• Curiosity
• Control
• Cooperation & Competition
• Recognition

Types of Motivation: External

• “Engaging in a behavior in order to earn external rewards or avoid punishments.”
• Grades, Parents, professors etc.

External motivation takes us so far…
Identify Problem Behavior (specific)

- Utilizing readiness ruler worksheet
- Taking a larger goal (“I want to do better in school” or “I want to improve motivation”) and breaking it down into smaller goals
- Getting honest about what exactly you’re willing to work on as opposed to what you’re less motivated to do.
- Reasonable vs. Unreasonable goals/expectations: Setting the bar
Personal Values

- This exercise encourages us to spend time reflecting on why there may be a deep chasm between what we say we value and what we actually do (connect back to decisional balance)
- "I value a hard work ethic"
- "I finish what I start"
- "I feel it’s important to make plans and stick to them"
## Your Values Clarification Chart

In the center column, list your values. In column A, rank your values based on what you say you value. In column B, rank order your values based on what you actually do. Afterwards, compare columns A and B to look for discrepancies and similarities.

<table>
<thead>
<tr>
<th>A- rank order what you say you value</th>
<th>Values</th>
<th>B- rank order what you do value</th>
</tr>
</thead>
<tbody>
<tr>
<td>on a scale of 1-10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Patience</td>
<td>B</td>
</tr>
<tr>
<td>8</td>
<td>Honesty</td>
<td>A-</td>
</tr>
<tr>
<td>10</td>
<td>finishing what I start</td>
<td>B+</td>
</tr>
<tr>
<td>8</td>
<td>doing the right thing even when no one is looking</td>
<td>B-</td>
</tr>
<tr>
<td>9</td>
<td>Being genuine</td>
<td>A+</td>
</tr>
</tbody>
</table>
Decisional Balance

• Considering all sides in a complete way
• Utilizing this worksheet or process will help us think through all of the pros and cons
• Helps us “hang on” to our plan in times of stress or temptation
## Motivation & Ambivalence

### Not Change

- Not working on it

### Change

- Working on it

### Advantages
- I could get other work done
- Snapshots of quality
- Reading for pleasure
- Going to Starbucks
- Watching my fav. YouTube videos

### Disadvantages
- I'll be really unprepared during presentation
- I'll be really stressed if I'm not organized
- Lose respect of people present

### What do I gain by working on it?
- I'm gaining confidence, respect of colleagues
- I'm feeling good about doing what I said I would do
- I have the feeling of completing a task, a sense of myself
- I'll be more organized
- I'll end up bullying people

### What do I lose by working on it?
- My coffee break
- Can't chat with colleagues

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**Psychology Tools**
Confidence/Desire

- Reasons for change (connect back to internal vs external motivation)
- For each change you want to make (readiness ruler) explore Desire, Need, Ability, Confidence (Be brutally honest)
- Personally: Desire (10); Need (10); Ability (8); Confidence (9)
- Top 3 reasons for change 1. I said I would; 2. I want to help; 3. Important to reach out
Your Change Plan

- Are the goals or weekly commitments reasonable?
- Are you setting yourself up for success or failure?
- How can you plan for the inevitable obstacles that will interfere with your plan?
- Accountability?
- How can you utilize all of the tools we have reviewed so far?
- Examples of weekly commitments etc.
The next least stressful thing...

The thing that makes me the most stressed

The next least stressful thing

The least stressful thing
Resources

• The Counseling Center: 518-276-6479
• Your Class Dean: 518-276-8022
• ALAC: 518-276-6269
• CCPD: DCC 209. 518-276-6234
Questions/Concerns

• I recommend keeping a log of thoughts and feelings as well as documenting weekly commitments etc.
• Remember! Building motivation is not an all or nothing process. The goal is to build confidence and take small steps in the right direction
• Counseling center available to help with motivational strategies (drop-in hours)