

Soft Skills Development
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Lecture – 31
Motivating Oneself

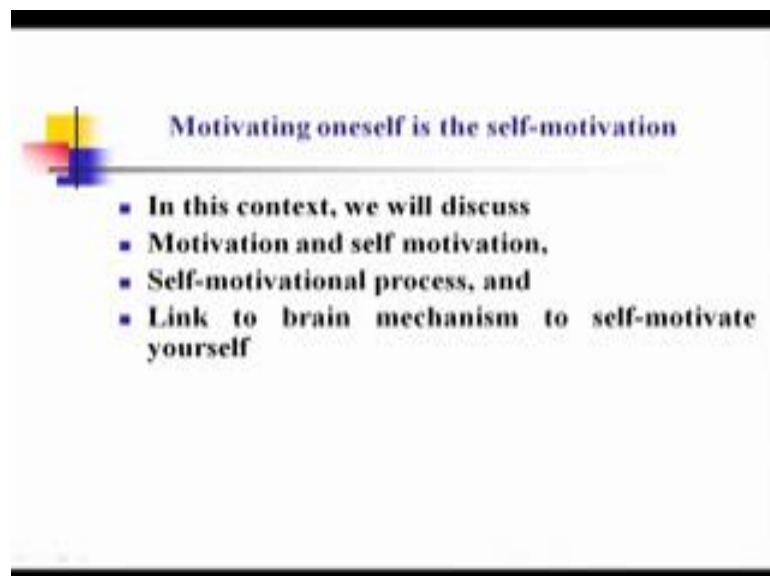
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Motivating Oneself

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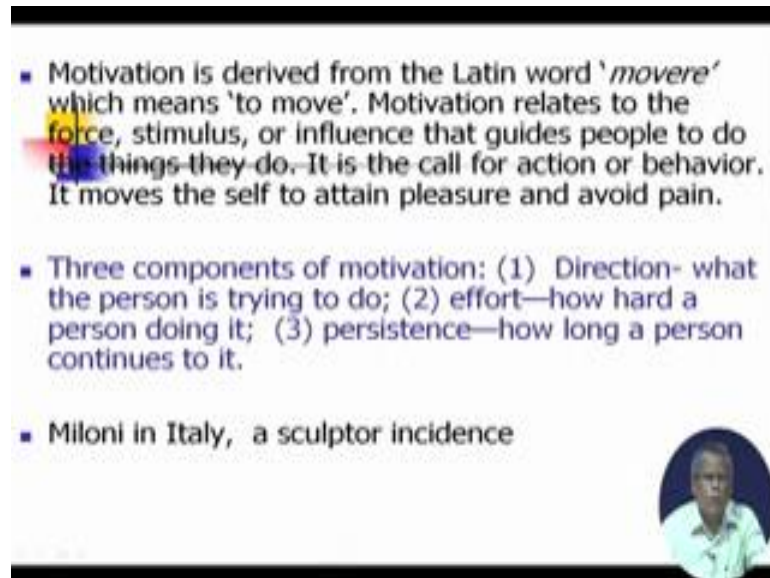


Motivating oneself is the self-motivation

- **In this context, we will discuss**
- **Motivation and self motivation,**
- **Self-motivational process, and**
- **Link to brain mechanism to self-motivate yourself**

Friends, today we will be talking about motivating oneself and motivating oneself with the self-motivation and in this topic we will discuss about motivation and self-motivation, self-motivational process and then we will link the self-motivation to break mechanisms to derive certain strategies to motivate yourself.

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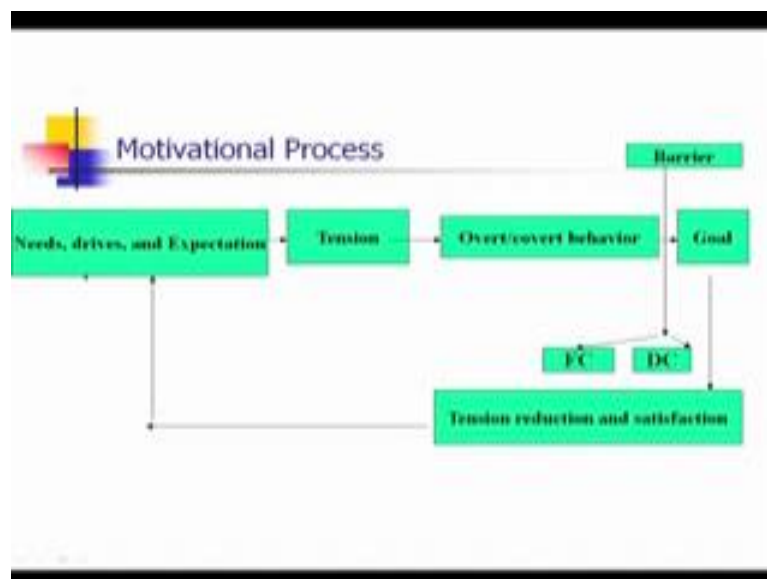
- Motivation is derived from the Latin word 'movere' which means 'to move'. Motivation relates to the force, stimulus, or influence that guides people to do the things they do. It is the call for action or behavior. It moves the self to attain pleasure and avoid pain.
- Three components of motivation: (1) Direction- what the person is trying to do; (2) effort—how hard a person doing it; (3) persistence—how long a person continues to it.
- Miloni in Italy, a sculptor incidence

Motivation is derived from Latin word movere, which means 'to move' and motivation relates to the force, stimulus or influence that guide people to do the things they do, it is a call for action or behavior. In Indian philosophical systems gradually it is in (Refer Time: 01:32) systems motivation is something to attain pleasure and avoid pain.

Conceptually there are 3 components of motivation, one is direction; what is the person is trying to do; effort, how hard the person is doing it; persistence, how long a person continues to do it. Take the story of a person who has making a statue in Miloni; Miloni the city in Italy and the sculpture as making the statue in the corner of a city, another sculpture; a standing nearby, he asked the maker of the statue; why you are putting so much of effort and doing it consistently and because the statue is located in the corner of the city nobody will come to see it, then the maker of the statue replied, if I do not see it the god is at least seeing it, so therefore I will do the job as per my conscience.

Here it states a symbolic message to the other person; it states that sabhi work is not expected out of me, the work I do must be a the sail of excellence and perfection in it and when the sculpture was making this statue, he was trying to do it, putting the hard work to do it and complete it and he was not suspending the job or socializing it others till the making of the statue is completed. So, it shows the motivation of the individual to do a particular job.

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In this context let us now discuss what is this motivational process? And the motivational process picks that individual has certain drives, needs and wants or expectations. The needs can be physiological or it can be social. The (Refer Time: 04:31) needs are the needs for food, cloth and shelter, the Harodon needs can be need for self esteem, actualization or law and affiliation needs. So, this needs when these are not satisfied as per the individual, they wrote certain tensions and these tensions lead to certain internal or external behavior and by the external and internal behavior of the individual, the individual reaches the goal and satisfies the need and there is a tension reduction and need satisfaction.

But human being is all the time they hunting animal, if one need is satisfied another need will pop up. Again the individual tension will be aroused, again you will show the

behavior and make attempts to reach the goal what you want to achieve; but in between the behavior or the activities at the goal, there may be certain barriers, obstacles, so that the individual may not reach the goal.

If the individual wants to reach the goal to become a graduate from IIT, then in that case he must be qualifying at the graduate aptitude test, suppose he does not qualify, if he does not qualify then in that case, the goal is not realized he is taking the he is studying seriously, making attempts, to do the job, regularly doing the exercise for that so that he can score a good rank in gate exam and enter for graduate study in IIT, because he is unable to qualify in gate automatically there is a failure, he is not able to reach the goal and the failure may lead to frustration, aggression or certain compensatory behavior in terms of defense mechanisms in the part of the individual. All of us meet the failure; failure is a stepping stone to success.

Some people are there with few failures they will become frustrated, they will become aggressive, they will use some defense mechanisms, but some other persons are there those who will with failures they will try again and again till they reach the success and that is called the functional coping. One is dis-functional coping where the failure is associated with the frustration, aggressions, identification with other person to justify age behavior or rationalizing his behavior by giving a false reason in case of a true reason and so on but some people are there they can divert the goal, if I cannot enter into IIT then I can go to some other colleges to do the graduation.

So, therefore, all of us go for a substitute goal but continuous failure in the main goal will breed frustration in certain individuals and they will take requires to defense mechanism to justify themselves whereas, for other individuals every failure will be a stepping stone to learn and grow and they will learn from their mistakes and they will develop themselves and they will surpass the difficulties and that is called a functional coping behavior. With continuous failure if all the time the individuals choose the defense mechanism, frustration, aggression, compensatory behavior then in that case the normal behavior of the individuals turns abnormal and this is called a dis-functional coping behavior.

Having said about these then this motivation is basically a need satisfying and goal seeking behavior. Even if it the direction, three dimensions you have identified that is the direction, effort and persistent basically, it is a need satisfying and goal seeking behavior and there are certain characteristics of this motivation.

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- First, motivation is a psychological force that contributes to a person's degree of commitment. It includes drives and desires for goal attainment that regulate the direction, intensity, and persistence of human action.
- Second, desires and drives cause behavior, but they may be the result of behavior. For example, a person's desire for accomplishment may be made keener by the satisfaction gained from achieving a preferred goal or it may be dulled by failure.
- Third, motivation is not independent of environment. People in a business that has developed a reputation for excellence, quality, and service tend to be motivated to contribute to this reputation.
- Fourth, what motivates one individual may not be the same for another. As money may be the most important motivator for some people, it may be praise, recognition, and interesting nature of work for others.
- Fifth, motivation of each person changes from time to time even if s/he may continue to behave in the same way.
- Six, motivation of people is beyond the carrot and the stick. Teresa, Gandhi
- Lastly, motivation is in need of periodic replenishment.

One is that motivation is a psychological force that contributes to a person's degree of commitment, it includes drives and desires for goal attainment that regulate the direction, intensity and persistent of human action. As in the case of the maker of the statue, you can understand that when he was making the statue; at that time you are consistently concentrating in the job what he or she was doing and he was putting effort constantly so that the job is completed and he is not chatting or he was not chatting or socializing with others till the job was completed and that was his persistence in the job.

Similarly and the desires and drive cause behavior, but they may be the result of the behavior. For example, a person's desire for accomplishment may be made keener by the satisfaction gained from achieving a preferred goal or it may be dulled by failure. Motivation is not independent of environment, for example people in business those who have the reputation for excellence, quality and service tend to continue in the same fashion to keep their reputation intact and also what motivates one individual may not be

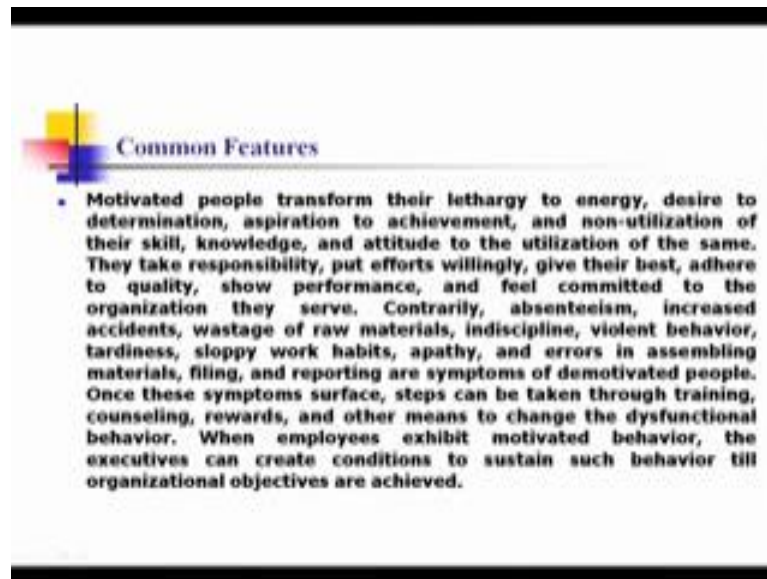
the same for another individual.

Money may be a motivator for some people, but age when grows in life then the desire of the brain dominates over the desire of the belly. The person may wants to do something by which he can contribute something to the community. He can do excellent job which will be recognized, so the desire of the brain dominates with the growing age which may not be so in the case when one starts a career and the motivation for each person changes from time to time, even if the persons behaves in the same way; if the person is getting a promotion by working in the organization.

In the next time, once he gets the promotion he will work harder in order to get more promotions quicker. So, therefore motivation of the person changes from time to time and motivation of the people is beyond this characteristic approach, it comes from the idea; you show the carrot in front of the donkey and jab him behind with a stick, the donkey will move. This is in the case of human beings the parallel is that you give the money, the person will be motivated to do certain things and financial reward is completely linked with motivation but think of the people, great motivated people like Mother Theresa, Mahatma Gandhi they were driven by a cause and they wanted to achieve that, they are not driven by money.

So, therefore what your inner core wants to do, what your inner self wants you to do that will be the propeller of your behavior and you will find that you have a passion to do that and lastly motivation requires periodic recharging. In winter months, you continuously keep the heater on so that heat will be there in the room, if you off the heater heat will escape and will experience cold. Similarly, once the people are motivated then the conditions and the ambience must be created in such a way so that the motivation can be sustained over a period of time till their goals are achieved or the situations in the organizations; the conditions through coaching, counseling, mentoring, education, participation in goal seeking, participation in goal setting, problem solving, decision making this should be sought in such a way so that the motivation of the person will continue till the organizational goals are achieved or the productivity hits the platue.

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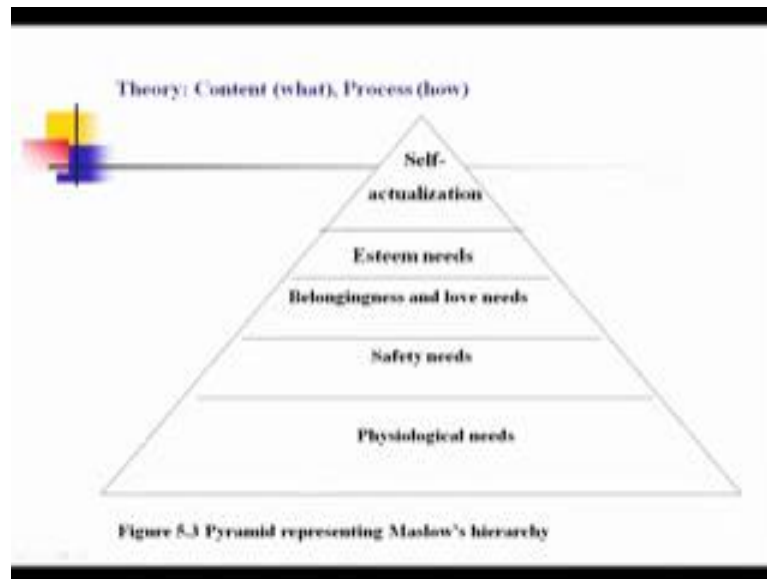
Common Features

- **Motivated people transform their lethargy to energy, desire to determination, aspiration to achievement, and non-utilization of their skill, knowledge, and attitude to the utilization of the same. They take responsibility, put efforts willingly, give their best, adhere to quality, show performance, and feel committed to the organization they serve. Contrarily, absenteeism, increased accidents, wastage of raw materials, indiscipline, violent behavior, tardiness, sloppy work habits, apathy, and errors in assembling materials, filing, and reporting are symptoms of demotivated people. Once these symptoms surface, steps can be taken through training, counseling, rewards, and other means to change the dysfunctional behavior. When employees exhibit motivated behavior, the executives can create conditions to sustain such behavior till organizational objectives are achieved.**

Having said about the characteristics of the motivation, you can easily understand that the motivated people are those who can transform their lethargy to energy, desire to determination, aspiration to achievement, and non utilization of their skill knowledge and attitudes to the utilization of the same and the motivated people, they will take responsibility, they will put effort willingly, they will give their best adhere to quality, show performance and feel committed to the organization they serve.

Contrarily in case of non-motivated people you will be finding absenteeism, increased accidents, wastage of raw materials, violent behavior, indiscipline, sloppy work habits, apathy, errors in assembling, materials filing and reporting. Once this demotivated symptoms surface, then steps must be taken by the organization or by the environment so that the dis-functional behavior of the employees can be arrested through counseling, rewards or other means and there are to explain these motivations there are many theories are there and the theories can be broadly classified into 2 categories; one is called the content theory, another is called the process theory.

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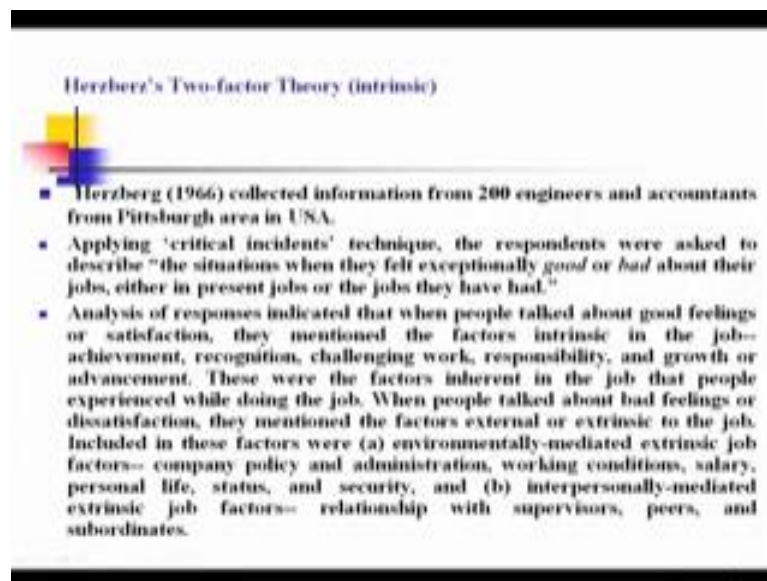


The content theory speaks that the needs and in what order the needs will drive the individuals to do certain things or energize the individual to do certain things. Contrarily the process theory speaks, how the individual feels motivated, what goes on in the mind of the individual to initiate, continue or stop a behavior and some of the theories I have mentioned which are relevant to the self-motivation and this will be discussed briefly say in Maslow's theory, it says that there are five needs in the hierarchy and the individual as you see in the transparent as you see here, the individual will try to satisfy the needs one after the another.

First you will satisfy the physiological needs need for hunger, thirst, sex and so, then you will go to satisfy the safety and security needs like house, living in a good community area, then you will go to satisfy the belongingness and love needs where he can give love and get love, then you will satisfies the self worth needs through recognition, through competency, in having skill knowledge and attitudes and getting recognition from others and lastly you will satisfy the self-actualization needs. The self-actualization needs speaks that the individual will do what he internally feels to do and the internal the (Refer Time: 18:10) what the individually internally wants to do may be the individuals may like to be a good parent or a good artist; recognized artist or a scientists or a lawyer or a good spouse.

So, therefore, what I internally wants to be if he can become that; that is the stage of self-actualization. However, in the modern organizations the self-actualization hardly occurs because they fail to connect what the individual internally wants to do and what he is doing on the job. If there is a proper connection between the two then the individual will satisfy his self-actualization needs even working in the organizations.

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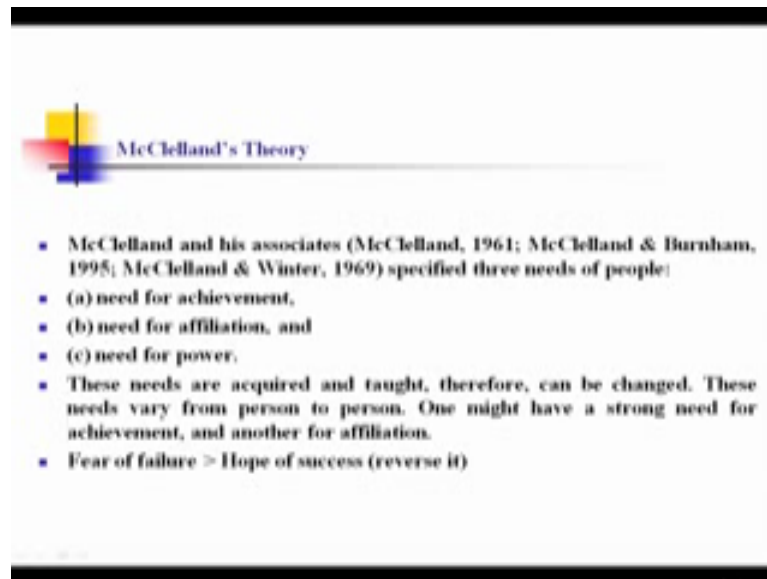


Herzberg's Two-factor Theory (intrinsic)

- Herzberg (1966) collected information from 200 engineers and accountants from Pittsburgh area in USA.
- Applying 'critical incidents' technique, the respondents were asked to describe "the situations when they felt exceptionally *good* or *bad* about their jobs, either in present jobs or the jobs they have had."
- Analysis of responses indicated that when people talked about good feelings or satisfaction, they mentioned the factors intrinsic in the job-- achievement, recognition, challenging work, responsibility, and growth or advancement. These were the factors inherent in the job that people experienced while doing the job. When people talked about bad feelings or dissatisfaction, they mentioned the factors external or extrinsic to the job. Included in these factors were (a) environmentally-mediated extrinsic job factors-- company policy and administration, working conditions, salary, personal life, status, and security, and (b) interpersonally-mediated extrinsic job factors-- relationship with supervisors, peers, and subordinates.

Next, is another is the Herzberg's theory which is a 2 factor theory; the theories are factors are intrinsic and extrinsic. Extrinsic factors are external to job like working hours (Refer Time: 19:24) or extra benefits, salary, welfare facilities, these are external to the job. So, and so into personally external related, external factors related to the job are relationship with peers, relationship with subordinates and relationship superiors and there are certain needs which is called intrinsic that means, when the person is doing the job, if the person feeling that he is growing there is a sense of achievement, there is a sense of advancement and the job which exciting and challenging to the individual these are called the intrinsic needs and is main theme is that intrinsic needs are the motivator of behavior compared to the extrinsic needs and it was long back it was in nine around 960 that is the theory came into existence and the 2 factor model was accepted.

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The slide features a title 'McClelland's Theory' with a decorative graphic of overlapping colored squares (yellow, red, blue) to the left. Below the title is a list of bullet points.

- McClelland and his associates (McClelland, 1961; McClelland & Burnham, 1995; McClelland & Winter, 1969) specified three needs of people:
- (a) need for achievement,
- (b) need for affiliation, and
- (c) need for power.
- These needs are acquired and taught, therefore, can be changed. These needs vary from person to person. One might have a strong need for achievement, and another for affiliation.
- Fear of failure > Hope of success (reverse it)

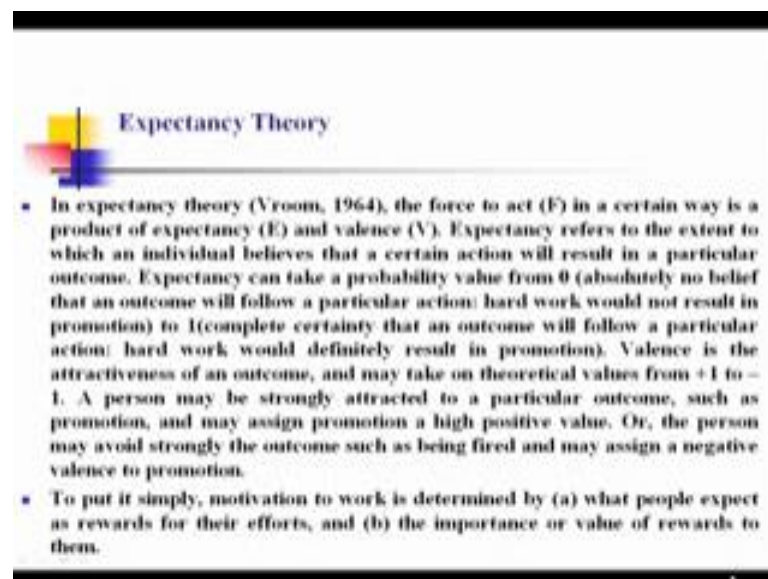
Similarly, McClelland's another need theory is that which speaks about the three types of needs like need for achievement which mentions a desire to do something better compared to past and there is a need for affiliation, the desire to establish the relationship and there is a need for power that is the desire of the; the ability on the part of the individual to exert the influence on others.

So, these needs are required and it can be taught and this need for achievement is equated with entrepreneur potential and this needs vary from one individual to another individuals. The achievement oriented persons all the time try to do better compare to the past. They want to do something which will benefit the society and increase their personal importance rather than the money they can earn, but here a need for achievement the individual wants to get a constant feedback, how well is he doing and if in the need for achievement where there is a desire to constantly scale up your success, in that case if the fear of failure is greater than the fear of success then the individual will not succeed in life.

If the hope of success is greater than the fear of failure then it will drive the individual to march forward and similarly there are other theories and the process theory like it says that in justice I am giving certain things to the organization in terms of my experience, in

terms of my skill, knowledge and attitudes and performing a job and what I am getting from the job in terms of remuneration and other things. So, the individual compared his outputs and his inputs or persons outcomes divided by persons input with those of the others; if it is equal then he experience the justice otherwise injustice will prevail which will lead to anxiety, tension, frustration, leaving the organization, persuading other employees to leave the organization and so on.

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A slide titled "Expectancy Theory" with a decorative graphic of overlapping colored squares (yellow, red, blue) on the left. The slide contains two bullet points explaining the theory.

Expectancy Theory

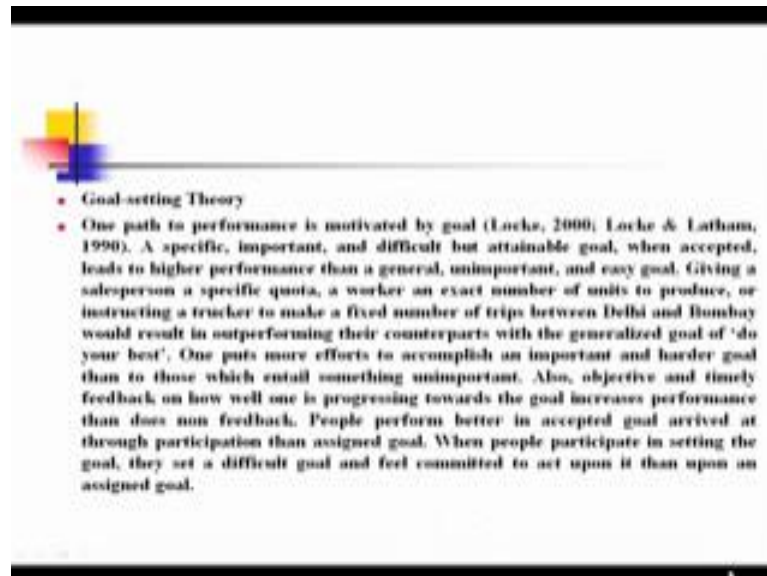
- In expectancy theory (Vroom, 1964), the force to act (F) in a certain way is a product of expectancy (E) and valence (V). Expectancy refers to the extent to which an individual believes that a certain action will result in a particular outcome. Expectancy can take a probability value from 0 (absolutely no belief that an outcome will follow a particular action: hard work would not result in promotion) to 1 (complete certainty that an outcome will follow a particular action: hard work would definitely result in promotion). Valence is the attractiveness of an outcome, and may take on theoretical values from +1 to -1. A person may be strongly attracted to a particular outcome, such as promotion, and may assign promotion a high positive value. Or, the person may avoid strongly the outcome such as being fired and may assign a negative valence to promotion.
- To put it simply, motivation to work is determined by (a) what people expect as rewards for their efforts, and (b) the importance or value of rewards to them.

Another theory the expectancy theory of Vroom says that the force to act with a function of expectancy into valence and here valence the attractiveness of an outcome whereas, expectancy extend to which an individual believes that certain action will result in a particular outcome that means, if I do the hard work then it will lead to promotion and preceding to the hard work, before every day I will give the call to my customers so that I can sell more products and these hard works will lead to the promotion and by getting the promotion my job responsibility I may feel that it may be attractive to me or it may be unattractive to me.

So the person if he feel; that by getting promotion I will be fired, I will not able to accomplish the goal then it has a negative valence for him. If, the person feels that by getting the promotion will get social recognition, my financial condition will

improvement, so that means the valence has got a; it has got a positive valence. The multiplicative force of these two things decide, whether he will have the force to act or not. Put it in simple term motivation which determined by what people expect as rewards for their effort and the importance of the value attached for rewards to them.

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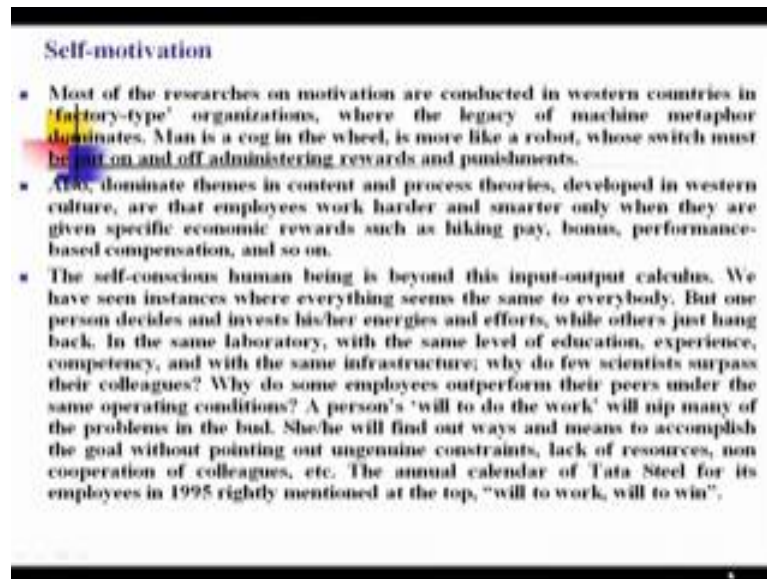


- **Goal-setting Theory**
- One path to performance is motivated by goal (Locke, 2000; Locke & Latham, 1990). A specific, important, and difficult but attainable goal, when accepted, leads to higher performance than a general, unimportant, and easy goal. Giving a salesperson a specific quota, a worker an exact number of units to produce, or instructing a trucker to make a fixed number of trips between Delhi and Bombay would result in outperforming their counterparts with the generalized goal of 'do your best'. One puts more efforts to accomplish an important and harder goal than to those which entail something unimportant. Also, objective and timely feedback on how well one is progressing towards the goal increases performance than does non feedback. People perform better in accepted goal arrived at through participation than assigned goal. When people participate in setting the goal, they set a difficult goal and feel committed to act upon it than upon an assigned goal.

Another theory the goal setting theory which mentions that if the persons self set the goal and even if it has difficult goal then the person will attain the goal. A specific important and difficult but attainable goal when accepted leads to higher performance that the general on important and easy goal.

So, self-motivation when in this context that means, if the person himself decides the goal and specify the goal to reach, you will easily achieve it.

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In the context of these you have to talk about keeping these theoretical prospective; we will talk about self-motivation. Most research on motivation are conducted in factory type of organization in western countries, where the machine metaphor dominates. Man is a cog in the wheel more likely, he is more like a robot and its switch must be put on and off by administering rewards and punishments respectively and all the process theories and the content theories you have learned, the dominant theme is that employees will work harder and smarter only when they are given some specific economic rewards such as hiking pay, bonus, performance based compensation and so on.


But, the self-conscious human being is beyond this input, output calculus, we have seen the instances where everything seems the same everybody, but one person decides and invest his or her energy and efforts while others just hang back in the same laboratory with same level of education experience and competency and with same infrastructure why do few scientists surpass their colleagues, why do some employees out perform their peers under the same operating conditions. So, the answer to is that if you have will to work, you will do the work and that is what self self-motivation is and you will find out the ways and means to accomplish the goal without pointing out one genuine constants, lack of resources, non-cooperation of colleagues, etcetera.

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Self-motivation: : The key to success is knowing yourself. Who am I? What are the goals of my life? Create an extraordinary life, you may have trouble in studying, business, interacting with others, getting engaged in work. Set the vision (a picture in your mind, what you want?) that match with your passion. Hear the voice of inner-self, what you internally like to do (through meditation, self-reflection, visualization)? Do the SWOT analysis

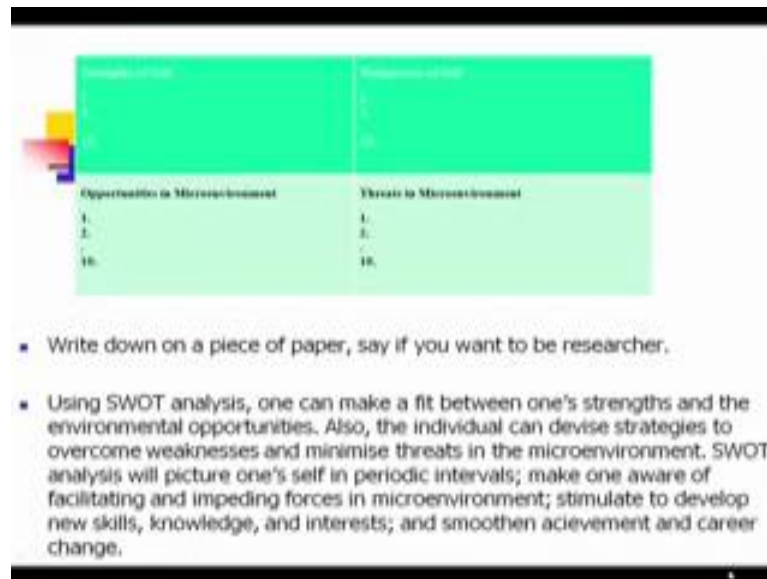
“If you want to live a happy life, tie it to a goal, not to people or objects.”

-Albert Einstein



Therefore, the annual calendar of Tata steel in 1995 rightly mentioned at the top will to work, will to win and this self-motivation when you talk about the key to success is knowing yourself, Who am I? What are the goals of my life? And create an extraordinary life; you may have troubled in studying, you may have trouble in business, trouble in interacting with others or feeling engaged in work or you may set a goal or accordingly you can set a vision for yourself and the vision is that, it is a picture in your mind that you want that must match with your passion and you must have law for that. In order to find out vision for your life, here the voice inner-self you reflect, meditate and visualize what you internally like to do and when you ask yourself what I internally want to do, that means, the inner-self in the individual what he wants to do or what he likes to do compared to the outer self will come out and therefore, Einstein said: if you want to live a happy life tie it to a goal not to people or objects and for this do we feel self-motivated with your vision and passion.

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Strengths	Weaknesses
1.	1.
2.	2.
3.	3.
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9.	9.
10.	10.

- Write down on a piece of paper, say if you want to be researcher.
- Using SWOT analysis, one can make a fit between one's strengths and the environmental opportunities. Also, the individual can devise strategies to overcome weaknesses and minimise threats in the microenvironment. SWOT analysis will picture one's self in periodic intervals; make one aware of facilitating and impeding forces in microenvironment; stimulate to develop new skills, knowledge, and interests; and smoothen achievement and career change.

First is that you do a SWOT analysis, SWOT analysis speaks about the strength, it speaks about the strength of the self, weakness of the self which are individual specific. It also speaks about the opportunities and threats which are available in the micro environment say for example, you want to be a good researcher. So, in order to be a good researcher you must graduated from a Institute or from a educational college and to be a good researcher the first step is that your graduation degree and then you apply some national tests, then you will do MS then after the MS, then you can go for some national test conducted by UGC or by the gate and so on.

So once you to appear the national test and clear the national test then you will able to do the PHD. So, the strength people map within yourself, your strength may be like that you have good analytical skills, you have reflecting mind set like so on you will go on listing, you may be good mathematical bent of mind and you have good modeling skills and more likely, you are likely to be good researcher, but the weakness similarly you can point out 1 to 10 in the yourself after reflecting, you can point out that I have good ability, but at the same time I do not have good articulation power, I do not write very well in English, so this may be your weakness, you may have analytical skills, reflective skills, mathematical ability but at the same time you had complex program solving skills but at the same time you do not have good language skills as well as articulation power

that is your weakness and the opportunities in micro environment is that you can study do the MS, then you can clear the national test and then you can enter into a; for doing PHD in a good institute.

The threats in the environment is that if you do not have the good writing ability in relation to your weakness and if you do not have good articulation power perhaps a good companies may not hire you or you may not get a good job in a good educational institutes. Once you list this strength and weakness of yourself and see the opportunities available in a micro environment and the threats that posed to you in a micro environment, you can make the adjustment accordingly that means in order to override, the in order to cross the threats what you need to do during your career of research, you have to develop your writing skill as well as the articulation power so that you can publish more papers and it will be recognized in industry or by a good educational institute where you can fetch a career in research. So, therefore, by doing the SWOT analysis you can smoothen the achievement and career change and you can develop your new skills, knowledge and interests and you can motivate yourself.

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Goal-setting for Self-motivation

- 1. Read the success stories of leaders, executives, reformers, and others available in books, journals, internet sites, and business magazines. Set a moderately difficult, challenging, but achievable goal considering your competency in accordance with Locke's goal-setting. The set goal needs to match with your passion as in Maslow's self-actualization and to be aligned with organizational goal. If the goal is too difficult, it becomes impossible to succeed, and creates a negative attitude towards the goal. If the goal is too easy, it kills motivation to work hard. A self-set, difficult goal affects attention, effort, and persistence.
- 2. Break down the long-term goal into short-term goals to make each goal more specific rather than general. Remember the goal everyday. Decide the priority of goals. Set the deadline for accomplishment of each sub-goal. Try with the easiest short-term goal. Initiate actions and improve your skill, knowledge, and attitude to accomplish short-term goals successively.
- 3. Get the feedback based on your actions and new expertise to assess how well you are progressing towards short-term goal. With every success, reward yourself or celebrate. Continue similarly with other short-term goals till you accomplish the long-term goal (Box 5.4). This process is similar to *plan, do, check, and act*.
- 4. Awareness and Inspiration from well-wishers, mentors, gurus :In the great war of Kurukshetra, Arjun was gripped with despair and despondency and was reluctant to slay the noble-minded elders and his kinsmen. Sri Krishna with persuasive and fair logic made Arjun aware of his duties and inspired him. Sri Krishna mentioned: either killed in battle, you will attain heaven or being victorious, you will enjoy the earth. In either case, you will only be a gainer. Performing one's duty in war-field is the only way to salvation. Such dialogues leading to awareness and inspiration from Sri Krishna elevated Arjun to a higher plane leading to action. So can superiors and others do to transform you from inaction to action.
- 5. NGO : Critical awareness

For motivating yourself one important thing as you have said earlier is the goal setting for self-motivation, read this success stories of leaders, executive reformers and others

available in book, journals, internet sites, and business mechanism magazines and set a moderately difficult challenging but achievable goal considering your competency in accordance with the lock-es goal setting because if you set a goal which is beyond your competency and ability, you may not achieve it. The set goals needs to go with your passion age likely, the self-actuation in mass laws theory you must have a love of doing it if the goal is too difficult; it becomes impossible to succeed and creates a negative attitude towards the goal. If the goal is too easy, it kills the motivation to work hard a self set difficult goal effects your attention, effort and persistence and you must able to set the goal for yourself and break down the deep main goal or the long term goal in to different short term goals to make each goal more specific rather than general.

Decide the priority of the goals, set the deadlines for the accomplishment of the each goal, try with easiest short term goal, initiate actions, improve your skill knowledge and attitudes and accomplish the soft short term goal and likewise you will go on accomplishing one goal after another till you complete the long term main goal. Get the feedback best on your actions and new expertise's, essays how well you are progressing towards the goal. With every success reward yourself, celebrate with friends, and continue similarly, with other short term goals till you accomplish the long term goal this is a process similar, to plan, do, check and act and here is a story of deaf.

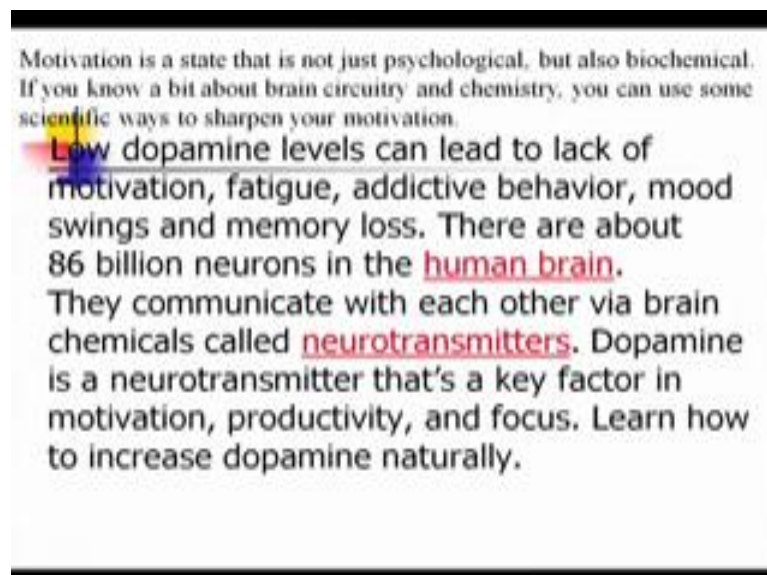
Deaf from early childhood thought to have a hotel which will be one of the best hotel in the world. As a boy he had not a very good childhood; parents were divorced and he had never met his biological father. Every day he wrote in his diary that I will make a hotel which will be one of the best hotel in the world. So, in order to do so, he tried to do work after studying, he after studying he tried to work in hotels; earned some money, deposited the money, when opportunity came he started with a small hotel and knowingly, that whatever money he is investing, it may be a complete loss or it may be a complete success he invested the money and he worked hard consistently he worked hard to reach his goal and ultimately deaf made a hotel in U S A which is a 20 million dollar business now.

So this is how you can set a goal for yourself, try to achieve it know about the business, know the tricks of the trade, then attempt to enter in to the trade, then working hard to

achieve this success, and finally, you are reaching the goal that you internally wants to achieve. Sometimes, inspirations from well wishers, mentors, gurus they will also initiate your self-motivation, you know about the great work of Kurukshetram. Arjun was grieved with desperate and despondency even whether they looked into slay, the noble mind elders and his skins man Sri Krishna with perceive logic made Arjun aware of his duties and inspired him, Sri Krishna mentioned either killed in battle you let me heaven or being victorious you will enjoy the earth, in either, case you will only the beginner. Performing one's duty in the war field is the only way to salvation such dialogue leading to awareness and inspiration from Sri Krishna elevated Arjun to Vihar plane and it lead to action.

So and so the superiors others can do to you to transform you from inaction to action. Many of the NGOs, those who are working in the rural area which are involved in micro planning, they also do the same identify the needs of people, then prepare the plan with the involvement of the people, then execute the plan with the involvement of the people, which ultimately transform their life.

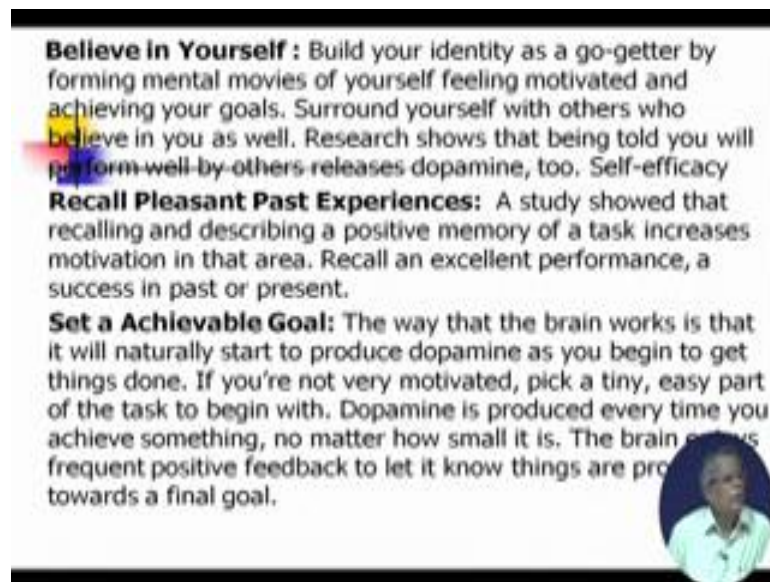
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So, initiating from the need and the goal identification to success is a step which is also crossed in micro planning in rural areas and what we have told that motivation is just a

not just psychological, but also bio biochemical. If you know a bit of brain chemistry, you can use some of the specific ways to sharpen your motivation. Low dopamine levels can lead to lack of motivation, fatigue, addictive behavior, mood swings and memory loss. There are about 86 billion neurons in the human brain. They communicate with each other through brain chemicals called neurotransmitters. Dopamine is a neurotransmitter that is the key factor in; motivation, productivity and focus then learn how to increase your dopamine naturally here are some tips.

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Believe in Yourself : Build your identity as a go-getter by forming mental movies of yourself feeling motivated and achieving your goals. Surround yourself with others who believe in you as well. Research shows that being told you will perform well by others releases dopamine, too. Self-efficacy

Recall Pleasant Past Experiences: A study showed that recalling and describing a positive memory of a task increases motivation in that area. Recall an excellent performance, a success in past or present.

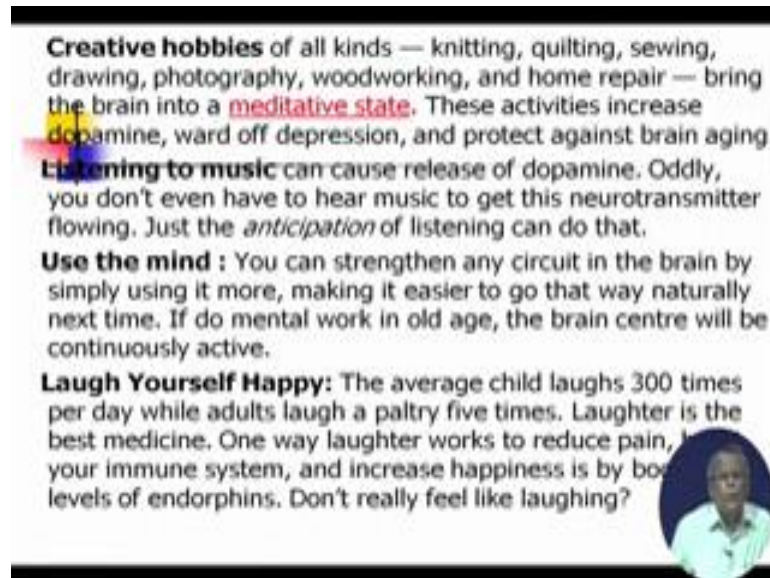
Set a Achievable Goal: The way that the brain works is that it will naturally start to produce dopamine as you begin to get things done. If you're not very motivated, pick a tiny, easy part of the task to begin with. Dopamine is produced every time you achieve something, no matter how small it is. The brain craves frequent positive feedback to let it know things are progressing towards a final goal.

Believe in yourself; build your identity as a go-getter by forming mental movies of yourself, feeling motivated and achieving your goal. Surround with the people; surround yourself with others who believe in you as well. Research shows that being told, you will perform well by others releases dopamine, too and in psychological term we call it the self-efficacy, if the person feels that he is efficacy he has the ability to perform, his ability to adjust with the adversities or ability to surpass the difficulties, he can do it and recall the pleasant past memories, A study showed that recalling and describing a positive memory of a task increases motivation in that area.

So, recall your past performance excellent past performance, may be your success in past or recent present. Set achievable goal, because as we mentioned earlier in order to

achieve a goal, you have to try with the sub goals and when you try with this sub goal dopamine is produced every time you achieve something no matter how small it is, the way brain enjoyed frequent feedback to let it know things are progressing towards a final goal.

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Creative hobbies of all kinds — knitting, quilting, sewing, drawing, photography, woodworking, and home repair — bring the brain into a **meditative state**. These activities increase dopamine, ward off depression, and protect against brain aging.

Listening to music can cause release of dopamine. Oddly, you don't even have to hear music to get this neurotransmitter flowing. Just the *anticipation* of listening can do that.

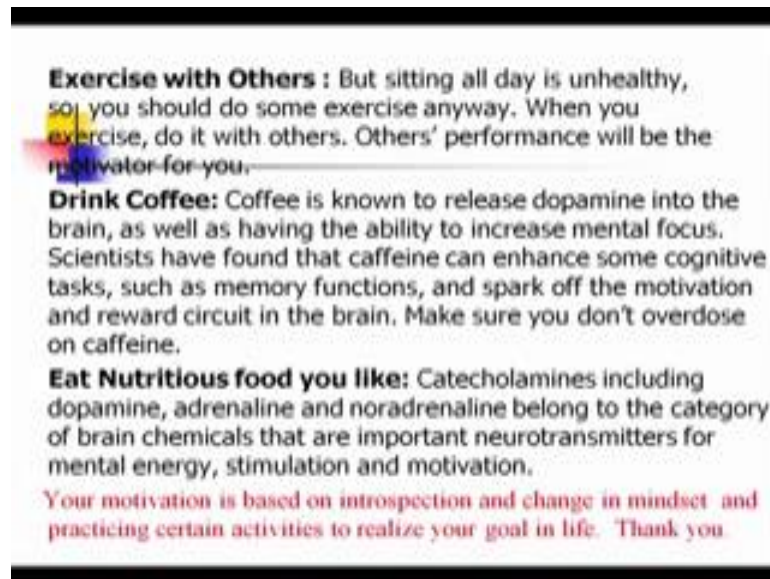
Use the mind : You can strengthen any circuit in the brain by simply using it more, making it easier to go that way naturally next time. If do mental work in old age, the brain centre will be continuously active.

Laugh Yourself Happy: The average child laughs 300 times per day while adults laugh a paltry five times. Laughter is the best medicine. One way laughter works to reduce pain, boost your immune system, and increase happiness is by boosting levels of endorphins. Don't really feel like laughing?

Collaborative hobbies of all kinds like: knitting, sewing, drawing, woodworking, home repairing, all these things bring the brain into a meditative state these activities increase dopamine and protect against brain aging. Listening to music: also can release dopamine, it does not mean that you listen to music even thinking to that you are just anticipating of listening to music can release dopamine - use the mind, because you can strengthen any circuit of brain by simply using it more, making it easier to go that way naturally next time. If, you do the mental work in old age the brain center will be continuously activated.

Laugh yourself to be happy: the average child laughs 300 times a day but adults laugh only 5 times a day. Laughter is the best medicine, one way laughter works to reduce pain, boost your immune system and increase happiness by boosting the level of dopamine's.

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Exercise with Others : But sitting all day is unhealthy, so you should do some exercise anyway. When you exercise, do it with others. Others' performance will be the motivator for you.

Drink Coffee: Coffee is known to release dopamine into the brain, as well as having the ability to increase mental focus. Scientists have found that caffeine can enhance some cognitive tasks, such as memory functions, and spark off the motivation and reward circuit in the brain. Make sure you don't overdose on caffeine.

Eat Nutritious food you like: Catecholamines including dopamine, adrenaline and noradrenaline belong to the category of brain chemicals that are important neurotransmitters for mental energy, stimulation and motivation.

Your motivation is based on introspection and change in mindset and practicing certain activities to realize your goal in life. Thank you.

Exercise with others so that you can get the signal from others how others are performing and how well they are performing, other performance will be the motivator for you. Drink coffee because coffee is known to release dopamine into the brain as well as having the ability to increase your mental focus. There is evidence for this take nutritious food that you like that will release dopamine. Your motivation is based on your own introspection and change in the mind set and practicing certain activates to realize your goal in life and if even organizer there are different ways to motivate the individual, if you yourself can motivate you to do certain things that is the best way to success in life and success others and go ahead.

Thank you.