

# constructive CHOICES

Constructive Choices, Inc.

Vol. 1, Issue 11, November 2007

~ *Setting The Stage For Personal Motivation* ~

## The Choice Connection

Dear Jean,

### *CHOOSE TO... Stage a Motivating Environment*

Choose to... create an appealing, inviting environment.

Choose to... keep it light filled - both with sun and humor... be available and reflect tomorrow on what worked and what needs to evolve.

Experience the stretch and discomfort of new relationships and expectations, and believe in yourself .

Know what motivates you, take it on and be the model... acknowledge the possibilities.

Share the decision-making, the solution generating activities, the growth... smile and learn from your mistakes.

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## SETTING THE STAGE FOR PERSONAL MOTIVATION



We're talking environment. A safe, secure, supportive and encouraging environment!

One of the many confirmations I received when I was a manager was that I can't personally motivate anyone else - if a person won't take charge of their motivation, then I just couldn't force it upon them. It's like leading a horse to water, then watching and waiting for their desire to take a drink and quench

their thirst. Becoming motivated or finding the motivation is truly up to an individual. Anyone can set the stage for personal motivation to become appealing and attractive to an individual, and it then it will ultimately their choice to engage.

## Jean's Latest Choices



- Finally, the start to a literature review for the dissertation.
- The next step to supporting worn out knees - injections...
- Watercolor paintings to experiment with color - holidays at home this year... sharing gifts of learning.
- Giving permission to being one day late with this newsletter - it was bound to happen at least once this year with the new schedule.

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*Newsletter design, distribution, and maintenance by [JanStGermain.com](http://JanStGermain.com), Master Virtual Assistant/Free Agent*

- What is a virtual assistant?

- What can a virtual assistant do for you?

Yes, I read that motivation is personal and as I hear that confirmation, I also read even more on the flip side about the manager's responsibility to motivate their employees. If you are a parent, then often you may be hearing of an implied responsibility that you also motivate your children.

I do believe that "becoming motivated" or "finding your motivation" is a personal choice to take on the energy, discipline and then make a commitment to face the challenge or opportunity - whether it is work related or of a personal nature.

It's possibly just a matter of sloppy language choices that implies a manager is responsible for another person's motivation. If it is a case of sloppy language, then I would love to have the current literature be very clear that what they really mean to say - that a manager can only set the stage for another's personal motivation. The responsibility is actually tied to setting the stage for personal motivation to grow - it is about establishing an appropriate environment for this growth to occur.

You are the manager or the parent and you have been given the responsibility to open up an opportunity for discovery of personal motivation for other human beings. And herein lies the challenge. We are all unique beings. What motivates one individual may not in fact motivate the person sitting next to them at work or even their sibling. What are you to do? How can you efficiently or effectively create an environment that meets so many others' needs?

Back to the opening line of this section - setting the stage for motivation which is all about creating and managing an environment that is safe, secure, fosters creativity, innovation, supports an individual's strengths and eliminates the barriers for others to be their unique and best self.

To share a few tips from the literature regarding how one person can set the stage for an environment of motivation:

1. Create the climate where people want to be and know they can do their best.
2. Know their strengths, their uniqueness. Right person with the right task at the right time.
3. Energize you and empower others - stay out of their way and share the decision making processes.
4. Ask for feedback... listen and then share information as needed.
5. Recognize and acknowledge the best in others - yes, all the time!
6. Be the person that others like to be with - the teacher, the mentor, the coach.
7. Make your environment FUN.
8. Offer flexibility when you can.
9. Reinforce the formula that creativity + innovation do and can = a safe and secure environment.
10. Discover your motivation, engage it and be the model of how motivation works for you.

- How can a 'VA' help you in your business?

Find out [here](#) - **Get your VA Today!**

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Now, it is up to you - what is that first step you can take to set up an environment for motivation? For another? Or maybe it is about setting the stage or personal motivation for yourself.

### Quotable Quotes

"Enthusiasm is contagious. It's difficult to remain neutral or indifferent in the presence of a positive thinker."

- Melvin Maxwell

*Quotations*

"Motivation is like the tide. It raised everyone up when it comes in." - Bill Burch

"Treat people as if they were what they ought to be, and you may help them to become what they are capable of being."

- Johann Wolfgang von Goethe

"A mediocre idea that generates enthusiasm will go further than a great idea that inspires no one." - Mary Kay Ash

### Jean recommends...



#### 1. [Eat, Pray, Love: One Woman's Search for Everything Across Italy, India and Indonesia](#)

Elizabeth Gilbert

*~ I was back in Italy again, learning the rituals of an ashram and connecting with a world that the author so adeptly shared. I laughed out loud and made a heartfelt connection - loved it.*

*Thanks Barbra for the recommendation.*

#### 2. [Patterns of High Performance: Discovering the Ways People Work Best](#)

- Dr. Jerry Fletcher

*~ One of my all time favorites. The author builds on strengths and goes beyond to explain that each of maintains a high performance pattern - our own unique of how we do we do when things go exceptionally well.*

### Administrivia

My Constructive Choices AUDIENCE:

\* Professionals wanting to be at choice in their career and daily work

\* New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities

\* Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and

\* Coaches who choose to step out, show up and say -

*Yes, it IS all about YOU!*

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