

constructive CHOICES

Constructive Choices, Inc.

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~ Motivation; Playing In A Safe Environment ~

The Choice Connection

Dear Jean,

Choose To... CREATE THE SPACE

Choose to... be motivated

Choose to... know what you desire, find your force, engage your energy

Choose to... create the safe space, the fun space

Choose to... own your challenges and move toward the opportunities

Choose to... understand it is personal and know when you are motivated

Choose to be motivated - it is your space!

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Motivation; Playing in a Safe Environment



In the classes I teach, I am often asked by managers, "How can I motivate my staff?" The very truthful answer is, "You can't!" This isn't the popular answer as most managers believe their role is to fix a lot of things for their staff. And while a manager can impact and sometimes fix some things, motivation isn't one of those things they can fix even instill for another person.

Motivation is an internal element for every individual, An HR definition for this term might read... " motivation is a psychological drive or force that directs someone toward an objective. The root of the word means "to move or act." Note that this definition doesn't imply that one person drives this or engages a force for another individual. Motivation is personal and self- directed - it begins with the individual identifying an objective and determining what force/energy they

Jean's Latest Choices



- Motivating in the space of retirement
- Engaging in work challenges and opportunities
- Creating the effective work space
- Owning the personal desire, force and engagement for motivation
- creating the workshop space for others to understand and own their motivation

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will need to draw on to move them toward the satisfactory attainment of their objective.

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And... what can a manager do with an employee that isn't motivated? Well, while one person can not directly motivate another, an individual can create a safe and playful environment that supports another individual. This does allow another to find their personal force / energy or even desire to move into action. Their ultimate goal usually is the achievement of their objective. The challenge - how does one create an environment that supports the motivational needs of all the individuals in a work environment? The opportunity you have before you is to create just such an environment - one that encourages and appeals to all employees in the workplace; an environment that fosters creativity, a playfulness and the safety and security we all need. To truly connect with all your employees or co-workers, you might find yourself looking for challenging assignments, new team projects, fun responsibilities, and new ways to allow employees to shine!

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Do you remember ever being in that place where you were so strongly motivated. My guess is that you would at first say that you were motivated by another individual. If you dig a bit deeper, you will find that what they really did was support your desire, your force, your energy to get started and move - to create or to play. Yes, indeed they did create a safe environment for you to begin to dream how you might dive in! Was this person partly responsible - Yes! And, the choice was ultimately yours; your choice to engage, to own a personal motivation. No one person can force another against their will to be motivated - each of us chooses to own the force / energy / drive and desire. You chose to get engaged and stay engaged! You realized your personal motivation.

Exciting news - if you are now looking for your motivation, consider changing your environment to allow for creativity, play and honoring the safety you need!

Quotable Quotes

"To handle yourself, use your head; to handle others, use your heart."
- Donald Laird

Quotations

"Everyone has talent. What is rare is the courage to follow the talent to the dark place where it leads."
-Erica Jong

"We all have ability. The difference is how we use it."
- Stevie Wonder

"Parents can only give good advice or put their children on the right paths, but the final forming of a person's character lies in their own hands."
- Anne Frank

Jean's Recommended Reading Choices



This month's reading choices are offered by my Virtual Assistant, Jan St. Germain of [YourVAPro.net](#) (who I'd be hard pressed to be

without!)

1. "[The God Code; The Secret of Our Past, the Promise of Our Future](#)"

Gregg Braden, bestselling author of
[The Isaiah Effect: Decoding the Lost Science of Prayer and Prophecy](#)

2. "[Power of the Soul: Inside Wisdom for an Outside World](#)

John Holland

3. "[The Power of Nice: How to Conquer the Business World With Kindness](#)

Linda Kaplan Thaler and Robin Koval

4. "[The Magic Of Believing](#)

Claude M. Bristol

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**Dear readers,**

***I'd like to take this time to thank Jean for allowing me to recommend to you, some of my favorite motivational compendiums for your reading pleasure. I know you'll enjoy these books. They impressed me enough to want to have them in my personal library - haven't had the time to get to all of them yet - Jean keeps me too busy - Enjoy!***

***Jan St. Germain***  
***[YourVAPro.net](#)***

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JUNE Celebrations - Motivation:

Effective Communications Month, International Men's Month, Perennial Gardening Month, Learn French Month, National Ice Tea Month, National Rose Month, Rebuild Your Life Month, International Clothesline Week (2-9), Superman Week (7-10), Meet a Mate Week (18-24) Write to Your Father Day (10), Creating With Your Heart (13th), Flag Day (14th), Solstice (21st), Baby Boomer's Recognition Day (21st). For fun and the longer list, check out "[Brownie Locks](#)"

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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