There are three lies almost every leader believes about motivation. They sound like facts. They're not.

They're excuses that keep good people stuck. Most unmotivated people aren't lazy. They're unaware: they can't see the connection between what they're doing today and what it gets them tomorrow. People aren't the problem. People have problems.

1

LIE #1: YOU CAN'T MOTIVATE THE UNMOTIVATED.

Everyone can be motivated. Being unmotivated is not a personality trait, it's a current state of mind, and a state of mind can change. Everybody is driven by something. Ask: What do you want? What matters to you? How does this work help you get there?

TAKEAWAY · **Motivation is a process, not an event, and it starts with questions.**

2

LIE #2: YOU DON'T HAVE TIME.

We all have 24 hours in a day. "I don't have time" is almost always an emotion, not a fact. Put everything on one sheet of paper and organize it together. Either they're busy and need help, or they feel overwhelmed and the paper shows them more room than they thought.

TAKEAWAY · **The issue isn't time. It's what you're choosing to prioritize.**

3

LIE #3: YOU CAN FAKE IT AND THEY WON'T KNOW.

They always know. Fear works fast, but it's gone the second the pressure goes. Love lasts, and love only works if it's real. When you live it, you don't have to fake it. Replace "you should" with "here's what I did."

TAKEAWAY · **The best way to motivate someone is by being, not telling.**

> **If the people were the problem, you'd be stuck. But the problem is the connection, and a connection is something you can realign.**

FREE WORKSHEET · 3 LIES ABOUT MOTIVATION

Reconnect the unmotivated.

Pick the one person you've written off. Prepare, sit down with them, ask, and then listen.

1 WHO I'VE WRITTEN OFF & WHY

THE PERSON	THE LABEL I'VE GIVEN THEM

2 ASK, THEN LISTEN

What do you want most right now? What matters to you?

How could this work help you get it?

3 TAKE THE EMOTION OUT

EVERYTHING ON THEIR PLATE	BUSY (DELEGATE / HIRE) OR FEELS OVERWHELMED?

THIS WEEK · LIVE IT

Where am I saying "you should" instead of "here's what I did"?