Transforming De-Motivated Staff
Into
Self-Motivated Achievers
By
Beyond Timelines

E-Book/Module

Transforming De-Motivated Staff Into Self-Motivated Achievers

Published at Smashwords

Introduction

There is an understanding that some of the material within this module may appear deep, and at times overwhelming. **Please do not let it get the better of you**, as it is nothing more than jumping onto a bicycle, or getting behind the controls of a car for the first time. As there are many new words, and techniques, the first read may be taxing, this is expected. However, bear in mind that like a bicycle and a car, second, third and fourth attempts get better. When we are dealing with our own human awareness and consciousness, it is not too dissimilar.

This module is aimed at showing you how to cultivate the energies and forces of motivation in a way that will produce uplifting and magnetically positive outcomes.

Nevertheless, this module is not a quick fix. It is not about teaching, mentoring, inspirational pep talks, or any other form of a superficial uplift. Past results demonstrate this type of motivation to be like a high from a fizzy drink, or adrenaline rushes from a roller coaster. Initially, they may display temporary fixes, but lasting change is invariably elusive.

This module has three key goals:

1 - To identify, uncover, and grow your own staff's natural motivational forces.

2 - To discover how to transform the energy of motivation in to self-motivation.

3 - To uncover and apply these dynamics, which, contrary to popular belief, is not just motivation alone

Self-motivation is where good, positive, productive, and the naturally supportive energy of motivation becomes self-maintaining, and self-sustaining.

Does that sound unrealistic?

Well, right now it may, but as you move through this module, gradually applying the techniques. You will find that maintaining self-motivated staff is as effortless as reading these words.

Though with that in mind, please be aware there are significant differences between de-motivated, motivated, and self-motivated individuals, and throughout this module, we will be discussing each powerful dynamic in much greater detail. In doing so will equip you with the highest skills and best chances of energizing your staff to work and operate from the highly attractive state of self-motivation

Section 1 - The Dynamics of De-Motivation

According to various published reports, approximately [1]75% of all individuals will at some point face brief, or long periods of de-motivation. As it will be demonstrated later, brief states of de-motivation can be natural, even "[2]**positive adversity**" in action, but prolonged or permanent states are demoralizing and destructive. Furthermore, left unattended, de-motivation can be a precursor to depressive illness, staff absenteeism, and in a minority of cases, suicide. This is not a scare sentence. It is an unfortunate fact of today's modern world.

Present day man connects so deeply with the material world, that the inner self has long been overlooked. Work, goals, pressure, mundane tasks, dislikable colleagues, and harsh environments have been overthrown in pursuit of material success. Yet at the subtle levels of life; essential needs are still being pined for.

No matter what level, all staff have individual needs, subjective desires, and personal preferences. When these are not identified, nourished, and nurtured into life. Then at some point, de-motivation is almost a certainty.

It may or may not surprise you to know that the average individual thinks approximately 50,000 thoughts per day, with a mere 15% contributing towards their daily work. The remaining 85% are attributed to personal issues.

Now here's the not so good news...

The above was an average, not a de-motivated, but an average person. Highly demotivated individuals are likely to be internalizing, dwelling, and obsessing even further, with as little as 5% thought attention contributing to their working day. With these statistics in mind, we can begin to contrive how it is individual staff, departments, and whole businesses can come to fail.

However, there is also some good news. In developing the apparatus to calculate an individuals' negative thought process, there is also a "fix". This fix is quite simple, and enables an individual to increase their overall contribution, productivity, and output to work.

The dynamics suggested within this module have been designed to automatically invoke this transformational fix.

De-motivated staff might appear complicated, yet at their core; de-motivation really is a simple human dynamic. It may also come as a surprise to know that de-motivation is still motivation. Though it is assumed to be all negative, we will seek to illustrate that de-motivation also possesses it's polar opposite, and equal counterpart; that is natural, genuine, positive, and healthy self-motivation. As will be demonstrated later, de-motivation may not really be de-motivation at all. Though, how motivation is filtered, perceived, and then used appears to influence and label it de-motivation, motivation, or self-motivation.

As an analogy only, de-motivation could be thought of as a tree. There is a root, a trunk and many branches. Though you already know it is the leaves on the branches that carry nourishment to the root, and de-motivation can be thought of in the same way. At the core of de-motivation is also a root, and that root is normally a core fear. Let us now take a brief look at an example in action;

Take an overweight person whom wants to lose weight, yet they feel de-motivated in doing so. Not fear, just de-motivation. Let's assume they consciously do not fear obesity, and do not feel that being overweight would be the result of a core fear. In fact, the very idea might genuinely perplex them. Nonetheless, we are not talking about the surface fear felt from a horror movie, or the innate fear one feels crossing a four-lane freeway. No, the fear we are uncovering is a core fear and there is a major difference.

At their core lives a fear, and as in the case of the overweight person, it is most likely to be rooted far back in their past. Yet because the subconscious does not live in a permanent state of de-motivation, it cleverly gets to work, creating a series of diverting overlays, and hey presto; the original de-motivator will no longer be felt. However, when worked back from the leaf to the branch, then the branch to the trunk so to speak. One may be surprised to find that their de-motivation was not a lack of surface confidence, or even a lack of will power. No, these are overlaid energies that contribute to, but are not the core.

Though, now you have made the decision to transform your staff from de-motivated, to self-motivated individuals. A supportive tool, is developing attentiveness to understand their own trees. This is not to say you must take an extreme interest like that of a marriage, but the identification of de-motivation signals that damage is already done, and unless addressed. Like a tree, your staff and ultimately, your business may wilt.

Stated above is a root, and while there is a core root for all de-motivation, this root is deeply hidden. Yet, for now, please do not concern yourself too much with this, as when we begin to work through this module, the root will naturally expose itself. This process is perfectly normal, and reassurance is given that like the root of a tree, once the core of de-motivation rises, dissolving it is as effortless and as natural as the formation.

Have you ever noticed that when roots are exposed to the sunlight, chances of survival diminish?

Well, more, or less, it could be said that the same principles apply to the energy of de-motivation. Once the core is exposed, then without any effort on your part, the "[3]**conscious self**", automatically kills the root. Though not yet fully understood, science is now suggesting that, "[4]**consciousness**" may indeed be humans' form of light. This means that when something is raised from the [5]sub-unconscious, to the conscious mind, it invokes a process of [6]electromagnetic change. Once underway, the knock on effect is a change in ones physical biology. It is becoming widely understood that the mind induces these biological processes through electrical impulses known as Hertz. We will omit deep science, yet outline that the human brain houses approximately 80-100 billion neurons, which are also electromagnetically pulsating. It has also been discovered that one's whole being/body emits an overall and collective electromagnetic, electrical pulse, i.e. Hertz. Albeit a little taxing for everyday digestion, as we work through this module, the value of this information will become immeasurable.

Nevertheless, this module will not attempt to foolishly, or blindly convince you of unquantifiable material. On the contrary, the proof of the pudding is in the eating. And by the time you have completed this module, the validity will rest with the transformation of your own staff.

Now, let's get back to the dynamics of de-motivation.

De-motivation, like self-motivation could be related to as a "**feeling**". The word feeling is used because as will be demonstrated later, both states generate a feeling, and it is this feeling that influences. Though it could be said de-motivation is bad, and self-motivation is good. The reality

is they are neither positive, nor negative. They just happen to be at the opposite ends of each other. That is, polar opposites. Nevertheless, they are both identical forms, using the same energy of "motivation".

Confused? Please do not be, as all will become clear as we move through.

So, let us now look at the energy of de-motivation.

What is it made up of, and how do we deal with it?

Is the energy of de-motivation a physical thing?

Well, there may be a sad looking, or lethargic individual. Yet, as the energy of "motivation" cannot be perceived with the five senses. That is sight, sound, taste, touch, and smell, then addressing it on the physical is a little like chasing rainbows. Though the mind tells us we can see, or feel a de-motivated individual. When we get closer, like the rainbow, there is a reality that these are indeed bi-products from another driver.

So, here lies a simple secret. However, before it can be addressed anywhere, we first need to grasp its origins.

The Origins of De-Motivation

For all de-motivated staff, the origin of the energy will need to be traced from the leaf back to the root, sort of speak. Though as we are discussing the origins of this energy, for explanation and understanding, let us start from the root forward.

From our own studies, some individuals as far back as early infants appear to have been birthed pre-installed with de-motivation. Whether this is fact or not is irrelevant, as by adulthood, these individuals like all others possess the innate ability to positively impact, and change for the better.

De-motivation is where the neutral energy of motivation, not self-motivation, but **pure uninfluenced raw motivation** gravitates, adopting one of two polar opposites. In the case of a de-motivated employee, the gravitational pull is towards the pole of de-motivation.

We have already said that de-motivation is neither positive nor negative, yet more often than not there is an associated link between de-motivation and a negative outcome. However, as will be demonstrated later, not all de-motivation is as negative as what it might first appear.

Nevertheless, just because the origins of de-motivation go back as far as early childhood, maybe even further. One does not require psychotherapy, hypnotherapy, or any other form of mind altering treatment to dissolve, and transform de-motivation. In fact, it can easily be transformed from one state to the other. Though prior to that transformative process, de-motivation requires "**conscious observation**" to trace back, root out, and dissolve the original core driver. Though as already outlined, like the root of a tree, once exposed, the core of de-motivation will unfailingly die.

So when looking into the origin of the de-motivator, without judgment, quietly and calmly observe. In doing so, it will become apparent that although one or more staff may be

5

experiencing de-motivation. At the individual level, de-motivation is highly subjective. That is, different staff fret over differing issues. Yet, collectively as a group, they may all be displaying de-motivation. Though, it is worth mentioning that through our own long term studies it was discovered that whatever current task, or situation staff found themselves to be in. These were "**at no time"** found to be the cause, or the actual roots of their de-motivation.

This might sound frustrating and as an employer you may not feel it is your duty or responsibility to mend a broken wheel. However, there is no broken wheel because this is how life and reality work. With the passage of time, this is what human beings have evolved to, and with the pressures and demands of work, the toll is now on the average individual. Modern man is perhaps more in tune with the dynamics of business than the dynamics of their inner self, which in retrospect is the greatest paradox of all humankind. The upside being that when the dynamics of self are addressed, then professionally the individual flourishes. The knock-on, and the whole reason for this module is that when de-motivation is transformed into self-motivation, business grows.

Soon we will begin to observe your de-motivated staff. However, for now, please read on for there are additions that make this transformative process effortless, smoother, and quicker.

Drivers of De-Motivation

Have you ever noticed that for a small minority of individuals no matter what, they appear to be driven, even thrive on de-motivation? They are the portrayers of doom and gloom, the spreaders of pessimism and the prophets of future failures. Sadly, and is often the case; for these highly demotivated individuals, everything in life is viewed as a negative.

These individuals operate from negative core drivers. Work de-motivation is merely a trigger but it is not the cause. However, the cause (which is the core) has automatically compounded itself and is now successfully working through the majority of even good, healthy neurons.

Remember it was said earlier that the average brain houses approximately 80-100 billion cells? Well, these brain cells have a definitive job. Imagine one single cell chatting to and influencing tens of thousands of others. A little like the root of a tree feeding thousands, upon thousands of leaves. Well, this is exactly how it works. For a de-motivated individual, they are automatically driven to be influenced by, respond, and react from their core energy. If that core is negatively charged, then their brain cells have no other choice but to accept this incoming influence.

What is exciting about this understanding is that negative energies can be flipped into the positive and driven from it's polar opposite of inspiration, desire, and ultimately **positive self-motivation**.

Have you ever noticed that de-motivated staff tend to be your most defensive, reactive, resistant, and the least likely to embrace changes moving forward?

Well, there are simple mechanics behind this.

Since as far back as science and metaphysics go, it is said that there are only two core drivers that dominate human beings - love and fear.

Please allow a brief example:

On the outside, Michelle is a smart office girl, successful in herself. On the inside she finds motivation, though she termed it "change", difficult to apply. In fact, whether personal or professional, she knew that any changes made, were met with pain. A strange as this sounds, motivation by way of pain is extremely common. However, this is not referring to the pain of losing one's job, or the fear through loss of a financial incentive. The pain being talked of is "pain by way of physical experience".

For a portion of staff, there is "personal pain" where certain individuals self-torture for not feeling good enough. Above and beyond their role of duty, when worthiness or self-esteem lack, infliction of pain sets in. While this might appear insignificant, often pain feels more natural, and when uncovered, a larger portion of staff may be using this system.

Nevertheless, and regardless of the above, core driving energies really do exist. Most likely these are rooted, and connected to early life experiences, and **are not the consequence of present day occurrences**.

However, present day events act as triggers and here lies a perpetual cycle. That is, roots fuel and drive new neurons, which in turn take their initial direction from the core. It's a natural cycle of growth, yet if the core is a <u>fear</u>, then the cycle is a vicious one. In brief, the more fearful one's past, the more likelihood of present day de-motivation. This is so and will be explained later because if the original formed neuron was negatively influenced, then "electromagnetically, it became negatively charged". This is then, "set in stone". Then through completely new experiences, which if already negatively charged, the new neurons will be unfavorably influenced, and soon enough anything and everything will be viewed and experienced in a negative light. The outcome being that de-motivated staff then appear sensitive, connecting to low self-esteem, lack confidence, feel lethargic, sad, and all things negative.

Nevertheless, there is genuinely good news, because although rooted in a negative core de-motivation is an *effect* from a cause. Paradoxically, the cause has been found to possess an equal positive motivator, which makes the whole transformational process possible.

The Effects of De-Motivation
De-motivation is where individuals or whole groups do not think, feel compelled, display enthusiasm, or feel energized to carry out tasks and goals. It can seem like de-motivation is a negatively depressive virus. Furthermore, as de-motivation steals and uses the energy of resistance, (which is discussed later) negative effects are compounded. In other words, it's like the sick trying to heal the sick - things just get worse.

Resistance like motivation is also a non-physical [7]*energy* that silently operates from the subtle levels of self. Though when the term 'self' is used, what we are really referring to is one's "[8]**overall consciousness**". That is, the sub conscious, unconscious, and conscious mind/self. Nevertheless, in a general sense, resistance attached to de-motivation manifests negatively,

which serves to further distance staff from their set tasks and goals. However, please do remember, that these are sub-unconscious drivers, and it is not something that they will be aware of, let alone is it something that can be transformed without some prior knowledge of.

Can you recall earlier it was stated that not all de-motivation is what it appears to be? Let us now round off with a quick metaphorical analogy.

That is, if de-motivation could be viewed like a physical energy, it might look like fat. As you know fat breeds lethargy and once accumulated, it's difficult to shed. The effects of de-motivation are not too dissimilar, yet unlike fat; the transformational process is not so taxing. Yet, when it comes to de-motivated staff, please make a note to refrain from voicing un-pleasantries. As it may appear that de-motivated individuals dislike everything around them, what they really dislike most is themselves.

Finally, let us conclude this section on a positive note of change.

Change may happen in two ways -

1- The de-motivated individual is left unattended, they are totally unaware, and their issues are ignored in the hope that one day they will naturally resolve themselves. Though as this method relies heavily on the unfathomable powers of the universe, waiting for a positive change, is like waiting for a life changing lottery win.

2 - The core associated energy event of de-motivation is consciously sought out, raised to the individuals' everyday awareness, processed, and allowed to naturally dissolve. This method takes effort, yet it is currently the only known way to genuinely transform de-motivation into self-motivation.

Section 2 - The Dynamics of Motivation

In its birthing, or resting place, "motivation" is just that – "**motivation**". In this state, it can be said that the human energy of motivation is neither positive, nor negative, good, or bad. More often than not, It is others suggestions (not life, but human suggestion) that deters the polarity of motivation to be this way, or that way.

That is, should it be viewed negatively as de-motivation, or positively as self-motivation?

Nevertheless, there is an uncanny truth that motivation (like all human energy) has no polarity until influenced, and directed. When viewed for what it originally birthed as, that is "neutral energy", the raw energy which science call $E=MC^2$. Then we can begin to accept, and allow transformation.

As we will discover further on, whether ascribed de-motivation, or self-motivation. Both states simultaneously possess equal amounts of positive motivation, as well as negative motivation. That is, inside de-motivation dwells self-motivation, and inside self-motivation dwells de-motivation.

With this in mind, please pay particular attention to this paragraph, for it is perhaps one of the most poignant, practical, and useful subsections throughout this entire module.

Let's not exhaust this only to say that E=MC² is the famous Einstein equation for all energy and matter that make up the universe. Without getting too technical, E=MC² makes up motivation, E=MC² makes up de-motivation, and E=MC² makes up self-motivation. Yes, you guessed it. This is the same energy transforming, one way, or the other. Not positive, or negative, just this way, or that way.

As mentioned, de-motivation does not lack the energy of motivation; it is still motivation, but it is now working for, and operating from its opposite polarity.

This is incredibly simple, yet extremely vital information. Nevertheless, on occasions simplicity is thrown out in favor for a more complex and rational answer. May we suggest this is one of those occasions? As whether motivation is expressed as de-motivation, or as self-motivation is entirely dependent upon one's own internal relationship between the desire, goal, or outcome in question.

Please make a note that during the initial formation of de-motivation, or self-motivation, the choice was not a conscious one. As will be covered later, associated links that formed relationships of like, or dislike, good, or bad, positive, or negative, decided where the energy of motivation should swing. That is, should it be perceived as de-motivating, or self-motivating. Yet, as these connections and relationships are performed automatically from the sub-unconscious, this is not something of which staff will be aware of. The good news is that with a little effort, the energy that drives motivation can be changed.

The Origins of Motivation

Above it was stated that motivation is a neutral energy of E=MC². In layman's terms, it means that motivation is not a physical thing. However, this is not an attempt to blind you with the science of psychology, only to say that without "motivation", humans may not even exist. The very nature of life requires motivational energy to eat, sleep, move, grow, and develop, etc. Individualized out; one could attribute tens, if not hundreds of character traits that demonstrate and harness the energy of motivation.

As an example: He is prosperous because he has strong will power. Alternatively, he is prosperous because he is insecure. She is an excellent employee because she listens. Alternatively, she is an excellent employee because she is passive.

Which is it?

Which energy motivates?

Which is the main core driver?

Is he motivated by the fear of insecurity, worried that he may not achieve?

Or is he motivated by the genuine desire for the love of success?

Likewise, is she motivated by the fear of passivity, worried that she might say, or do the wrong thing?

Or does she genuinely strive for the desire to grow, developing herself, and the company?

Which is it?

Either way, it is motivation right?

Yes, you got it. No matter what. Whether fueled with fear, or pain, inspiration, or desire, the *energy is motivation.*

Albeit extreme, the sheer strength and power of these motivating forces can be seen in the following example.

At the point of suicidal despair, individuals who miraculously survived, later spoke of a last minute desire to live. Albeit this surfaced at the point of no return, it is conclusive proof that sub-unconscious drivers exist. Yet how do we know these to be innate? Well, for the unfortunate individuals who had jumped from the Golden Gate Bridge spoke openly of what permeated their mind during the four second fall. After jumping, there was an innate desire to live.

It is said that desire/love, or fear/pain are at the core of motivation, though at its peak, desire/love is also the energy of creation.

This can be seen and experienced during sex. Yes, have you ever noticed how powerful, and "how much a part" sex plays in business? While not all sex is loveless, it can be linked back to desire.

There is a simple but true story, and it goes like this:

A man employed a beautiful woman, not to gawk at, abuse, or secretly betray his long standing spouse. On the contrary, he was already in love, yet motivated by beautiful creations. Inherently he knew that by surrounding himself with pleasing motivators, he would experience uplifting and inspirational positive energy forces that in turn would drive him to get up, go to, and return from work. According to the story, the man used this system of motivation throughout his entire working life. He served well into his eighties, was happily married to one woman, and was respected by all his staff.

OK, I hear you say this is a somewhat comical example, yet this is exactly how the world, including modern man functions. Male and female are innately driven with two primal motivators - **Fear** and **Love**.

However, while it is common place for women to use the love word, for men this is totally taboo. Yet when a man desires something, is he really stating a desire, or is it a core love that has neatly evolved into a desire? With no sexist intent, it is widely understood that men tend to manifest life's motivators through the physical, while women express through the emotional. Men might feel motivation from desiring a powerful car, while women through a fictional emotional love story.

In a general sense, though not meant as absolutes. Men's motivational desires can be seen expressing through the physical. Therefore, anything and everything that is connected to the prospect of physical stimulation, could be said to entice and motivate a man. Whereas for a woman, she operates from the heart, and anything and everything that touches her emotions will at some level motivate her. A man's fear is expressed through his egoic mind, with power

and control at the top. While a woman's fear is expressed through her heart, with a lack of worthiness and fulfillment at the top.

Does a man go to work, for the love and desire of the world?

Unless the company is his, he thinks only for himself, and his own personal successes. He thinks only of his position in his world, his material possessions, and his sexual attraction too, and from the opposite sex. Modern man may have changed, yet his primal motivational drivers have not.

Does a woman go to work disconnected from her home, her family, and her children? Does she leave it all behind in favor for the love of the company?

Irrespective of her outward appearance, women are different to man. She feels; she nurtures; she cares, and rationally evaluates all that she does. She is in touch with her emotions, aware of beauty and love, and she thinks mainly of balanced and fair outcomes. Like men, modern women have changed, yet their primal motivational drivers have not.

While a man can be motivated by the power of physical attraction in a woman. A woman can be attracted by the power of emotional passion in a man. We could go one.

When operating from survival, and when striving for targets and goals. Individuals cannot help but be reminded of their inner core fears. As during periods of self-chat, there de-motivation pushes them into fretting and stressing over daily activities. This energy forces them to operate from a platform of concern. Yet when staff are operating from a core platform of desire, the exact opposite is experienced. That is one may feel love for the very thing they are doing, or aiming towards, and that includes their work. Though this is not real love, so to speak. It is where self-motivation expresses through enthusiasm, inspiration, and excitement, etc.

Please make a note of the following and imprint it upon your staff's minds.

Fear/Survival is a moving away from, while Love/Desire is a moving towards. If you like, it can be related to as a duality, i.e. positive and negative, push and pull, for and against, etc. Though note it is only a duality and that no duality is real. There is a perceptional awareness, yet duality like most other human energies, is also a suggestion evolved into a belief.

With this in mind, is it any wonder that **operating and living from fear shortens, while operating and living from desire lengthens life?**

Yet, it might surprise you to know that both fear and love, require and use the same energy of motivation.

Confused?, please do not be, as all will become logical as we move through this module.

The point being that the origins of motivation are not as detrimental as the use of it. To rationalize this, we only need to look back at history. As after three thousand years of study, no single answer has arrived for how and why motivation exists. Only that it does and that humans would not be human without it.

So, while the origins cannot be traced back to the absolute beginnings, the energy itself can be traced from an individual's birth. Having said that, the line between motivation and programming are filled with ambiguities. For example; is a baby motivated to eat, sleep and

breathe, or is it a program? Likewise, are your staff motivated to be de-motivated? Or is that a program too? As we will discover later, many de-motivating factors are indeed self-programmed that can with a little effort, be undone.

Business Motivators

It is often said that sound business decisions are based on practicality, commercial viability, sound and rational reasoning, profitability, and concrete business plans. While this may indeed be true, the following section will demonstrate a few additions.

From a staff perspective, has it ever crossed your mind that business decisions have more to do with personal, than professional judgment? What is being talked of here are decisions being made based on the everyday dynamics of being human. For example; has there ever been a time whereby you can honestly say that there was no personal opinion, judgment, no physical, emotional, or mental input, other than professional business conduct?

Yes, there are professional planners, and strategic group decision makers. Nevertheless, each one has their own personal subjective set of motivators.

For example: It was common knowledge that the late Steve Jobs of Apple Computers carried out emotionally expressive business decisions, whilst his competitor Bill Gates of Microsoft was said to be more professionally composed. Therefore, most assumed Bill to be the better businessman. Yet was Bill really making professional decisions based on business alone?

At best, Bill Gates delivered himself differently, perhaps retaining his motivators to himself. Yet, at his core; business is extremely personal.

Here's an example - "***I am motivated by business***", means "***he or she is motivated by their purpose in life, and that purpose will be expressed through business***".

As in the case of Bill Gates, this expression starts off, birthing itself 100% subjective. In other words, he has an idea. It is a personal Bill Gates vision. Yet, to get that vision off the ground, he must get others to buy into it. As it is unlikely, anyone will support Bill Gates own personal future, he consciously puts this to the side, tapping into the personal motivators of others. Eventually and with the passage of time, Microsoft become big because every employee who joined, has sub-unconsciously, but collectively bought into the subjective business ideas that Bill portrayed. They have done so because Bill has skillfully extracted their motivators, merging them with his own.

Now, remember Bill's motivators were subjective. That is, in the initial stage, it is most unlikely he would have shared his ultimate goal with anyone other than himself. Had he of done so, Microsoft may not have been. So he motivates others into his vision, by tapping into and exploiting their biased motivators - only then, does he merge them with his own. That is he offers financial, material, and other incentives based on his staffs subjective visions. Yet, that is not all. It is highly likely that Bill Gates; the late Steve Jobs, and other great business leaders initiate, develop, and grow their businesses not just by financial incentives, or promises of a great career. *They develop a knack to identify, understand, harness, and work with key individuals' personal motivators*. They do this because they know only too well, that impersonal

businesses, corporations and organizations lack the motivation to become truly successful, and thus they can fall apart quickly.

Please allow a quick example.

A large extremely successful corporate company decides to enter rapidly expanding China. There is a meeting with the board of directors, one of which was proud of his past accomplishments. When future projections and positioning of the company were put to him, this was his reply. *"I am not here for the company, in fact; I dislike everything about this joint venture, and I am passionless about* 9******. *Nor am I here for the good of China, I am here for myself. I am here for the future floatation and what it will bring me."*

The above is a true story, one of a sad reminder how personal business can be. Yet, please do not let this dismay you, for even the most ardent employee (like the gentleman above) can be transformed into a self-motivator, that not only works for the good of himself, but for the good of the company.

When de-motivation strikes, there is only ever two choices - Either it consumes you, or you consume it.

Section 3 - The Dynamics of Self-Motivation

Unlike raw motivation, self-motivation is a propellant, a catapult, and a manifestation of inspirational human forces. Self-motivated individuals focus on growth, development, and forward movements. They strive to thrive, require less management, and overall, less motivational inspiration.

Why?

Because they are "self-motivated". Though, as positive as this sounds, please bear in mind that self-motivation is not a natural state of being. It is where the energy of motivation has been internally harnessed, and transformed to operate from either a fear, or desire. Yes, that's correct, the fear word came up again!

Are you puzzled? After all has been outlined, are you perplexed as to how and why fear could become a self-motivator? Please relax and allow an explanation;

Remember the energy of motivation is just that, raw motivation of $E=MC^2$, and when operating from negatively perceived or fearful experiences, it can and does go on to create de-motivation. Thus, de-motivation being whereby the individual will actively feel sad, or depressed by the actual fear, but with self-motivated staff, they do not.

Self-motivated staff internalize the same fears as a de-motivated individual with one exception. They have no negative experience attached to the fear. Additionally, there is no negative mental, emotional, or physical association. It is a fear, but a healthy one.

Here's a quick example:

1 - Your staff may fear losing their job.

2 - Your staff may have lost a previous job.

3 - Your staff may have already lost a job and suffered from the consequences.

There is a difference in all three, though for the first two, there is unlikely to be an associated "**negatively attached fear**". Whereby with number three, if there has been a loss of job and a suffering in the process, then there is likely to be mental, emotional and physical baggage.

For examples one and two above, they may go on to create healthy fears, whereas for example number three, where they physically suffered, and if the experience is perceived as a negative, it will most certainly create or contribute to "a core de-motivating energy".

Only with uncovering can one engage with, identify, uncover and dissolve.

Nevertheless, for self-motivated staff operating from desires, it is exactly the same. That is, the energy of desire acts as a stimulant, creating an associated "desirable associated, positive experience", which propels the individual forward. Please allow it to be strengthened that neither fear, nor desire alone are self-motivators. To become a human dynamic that propels, they must first attach to a mental, emotional or physically associated outcome. Not only that, the outcome is obliged to select one of only two propellants - fear or love. Did you notice the deliberate shift and transition from the word desire, to love?

The Origins of Self-Motivation

Though there are thousands of stories, it is thought that man became self-motivated after he developed the "[10]awareness" of motivation. While there is no exact date, early records show that as individuals, cavemen were recorded as self-motivated.

Here is a brief outline:

Caveman1 becomes skilled at carving out comfortable caves, while his neighbor, Caveman2 develops incredible hunting skills. Eventually, both men become aware of each other's talents, and engage each other's services. Caveman1 sets about carving a new home for Caveman2, while Caveman2 hunts food for Caveman1.

After a while, Caveman1 becomes lazy, staying at home each day, refusing to carryout his agreement altogether. However, Caveman2 continues with his agreement to supply daily fresh food. After one week, Caveman1 is idling around, while Caveman2 is still going strong. Two weeks later, and Caveman1 has still not picked up a tool; he is now growing fat and Caveman2 has endured enough. He knocks on Caveman1's door asking why it is that he is not stuck to the deal. Caveman1 answers swiftly and simply - Because there was no motivation to. He said that whether he carved the cave or not, Caveman2 was still willing to bring him food, consequently, leaving little to no motivation.

Though you may be thinking that Caveman1's de-motivation must have existed before he down tools, your thinking is right and we will come back to this story later.

Of course, this tale is simple and there is no validation of its truth, yet from reading such fun; we can begin to glean the origins of motivation. What shapes and forms this human dynamic is a series of basic likes or dislikes. These experiences are then backed up with an emotional or mental charge. If the life experience is liked, it can form self-motivation. If it is perceived as a dislike, it can then go onto form de-motivation.

The Effects of Self-Motivation

It has already been said that the energy of self-motivation is more attractive and desirable than de-motivation, and the effects are equally as impressive.

Self-motivated staff tend to exhibit more external awareness. They generally operate with vast amounts of autonomy, at the same time they are self-managing. Operating from self-motivation radiates and emits a very different electromagnetic signal, and while it might be suggested that these people make great sales people, and they do. It is not confined to just selling. Self-motivated staff can and do, operate throughout every level of business; they are achievers, go about their business in a calm manner. They are patient, cheerful, confident and loyal.

Though the effects are inspiringly positive, like de-motivated staff, most self-motivated individuals are equally unconscious of their core motivators, and that goes for their effects on business. This is not mentioned as a negative, it is a highlight only. While self-motivated individuals are more autonomous, like all staff; they too require purpose and direction.

Though, there is a fairly common understanding that self-motivated staff naturally and effortlessly magnetize business, while de-motivated individuals repel.

That is, when de-motivated staff enter a room, meeting, or otherwise, you know it right? Their negative impact upon others is felt. However, the same can be said for self-motivated with one exception - they are the polar opposite, emitting positive feel good, uplifting and inspirational energy.

As the gap between science and metaphysics bridge closer, new understandings are coming to light. That is when staff enter a room, like a mobile phone, they emit a signal. Invisible to the naked eye, this silent **buzz** is **electromagnetic** in nature, which enters not just the minds, but the entire realities of others. Nonetheless, everyday awareness, that is surface reality, does not perceive this signal but for the subtle levels or life, there is no overlooking. (These electromagnetic impulses are now recordable with appropriate apparatus, and are re-defining reality as you read). This is now explaining what has for a long period of time been unanswered. Why it is that one person picks up and perceives much more than the other.

As these studies are work in progress, it has been discovered that staff impact others, not by their physical presence alone, but in their whole being. That is, conscious or not, seen, or unseen. Like a telephone signal moving through the airways, there is an invisible message that reaches all targets. In short, when a self-motivated individual enters the room, he or she will without doubt impact the mind, and overall reality of others. Again, conscious or not, intent or not, the impact is a positive radiation through others.

This is perhaps why it is said that a wise boss can without any effort, plug into, and identify future talents of self-motivated individuals.

So the positive effects are without doubt very appealing. Though, this should not encourage one to rush out and revamp your entire workforce, as this is not the suggestion. The idea and proposition for this whole module is "**conscious transformation**", and while many good works and even great methods have been published on this subject, using consciousness to directly transform is perhaps new to the corporate world.

Section 4 - The Mentor's Role

Though we are not talking of Motivational Speakers, Positive Mentors, or Life Coaches, the first step is to nominate and appoint a Mentor. This is a necessary process, as whether you are training, developing, and guiding one or more staff. A team leader must be defined, and the team must know, and buy into that appointed leader.

As human beings, part of our innate structure is to search for guidance, though not a truth of life, to date this has been through a hierarchal structure. Nonetheless, please consider that your team, whether that be just one person or more will sub-unconsciously be searching for a team leader. So there are no prizes for guessing who is going to be the Mentor - Yes, it's YOU! But please remember the definition of a Mentor is one that leads not by brut force, but by inspirational encouragement.

Individuals are not and have never been motivated to follow by way of forced instruction. They may have followed because they are told to, but in reality, no human being will ever feel inspired by a mechanical or forceful instruction. Therefore, if past Mentoring has been instructional rather than inspirational, then please consider this a challenge for change.

As you are going to train and develop your own staff, genuinely being at peace with this position is a prerequisite. Otherwise, any signs of unrest will radiate a negative vibration throughout your whole being. You may already be a boss, a leader, a manager, or you may not be any of these. This is irrelevant. Yet, to truly motivate your staff, they must genuinely perceive and buy into that perception of you being their Mentor.

This is not the same as saying, "I am the boss," or "I am the team coach". If this is approached in a half hearted, instructional, or mechanical manner, you will have lost before you have begun. Yet, to nullify and dissolve this potential outcome is very simple. All one is required to do, is to *genuinely be at peace with the role you are about to take on*. As when your team feel the inspiration that you are projecting, they will also feel your power through your inspiration, and naturally, you will have their full attention.

This is so because on the subtle level of energy vibrations, electromagnetic waves emanate and radiate from your whole being. They then travel through the airways and are picked up by the receiving side, that is your team. Think of it-like radio waves from a mobile phone, you do not need to see the words being transmitted, yet they are picked up and translated by the corresponding mobile phone. Human energy travels in more or less the same way. Though, unlike a mobile telephone, which uses numbers to correspond with each other, humans use their consciousness to direct outgoing and incoming signals. In other words, consciously or sub-unconsciously, yet automatically, your team members will be attuning themselves to align and

connect to you. Their perception will be operating like the antenna on a mobile phone, and they will be scanning for your incoming signal. Again, this is performed sub-unconsciously. Yet, what invokes and sets that sub-unconscious operation into action is the very prospect of "the Mentor and being in a relationship of being Mentored".

All staff constantly scan, judge, and analyze their relationship in position to others, and that includes you. Yet, know that this is not a free choice so to speak, and it is not a threatening one either. These actions are sub-unconsciously performed, and carried out at the subtle levels of reality. Please do not berate them, because it is not something, they are aware of, let alone something they can change, or stop. It is a natural process of how humans identify themselves in relation to others. Yet, for you; this is the starting block of magnetizing their attention. Before even beginning the Mentoring role, their perception will be analyzing whether they are higher, lower, or equal in life? Shall they adopt a passive and allow you to motivate them stance, or should they reject you as un-inspirational and unworthy of developing them? Do not be alarmed or feel threat from this, as this is how humans form decisions and beliefs, etc.

With that in mind, please familiarize yourself with these subtle levels of life, not psychology, not metaphysics, just the natural everyday subtle levels of reality. As this is the place where you can unlock, influence, and change your staff for the better. You have heard the phrase; 'a picture is worth a thousand words'. Well, it could also refer to the subtle levels of life where data from a single image is being processed at such a rapid rate, that in one fleeting glance, the image conveys a thousand words. It is also the place where most of life's decisions are made.

Now imagine your own staff processing, analyzing, and making decisions based on your overall persona, because this is exactly the case. Boss, manager or otherwise, your staff are constantly picking up the energy vibrations that you yourself are radiating.

This part is make or break, as if your staff are to be inspired, then they must buy into you as their source of inspiration. This can be achieved when their subtle levels of reality, that is their overall perception, unites to it. Though, if you radiate an energy that is more attractive and inspires, their perception will agree to it. However, we are not talking of physical attraction. We are talking of emitting an electromagnetic resonance that acts like a magnet in attracting it's polar opposite that seeks this resonance.

If your staff are de-motivated, they are open and ready to receive inspirational leadership, and their subtle levels of reality will be sub-unconsciously seeking this resonance. This is the first step towards motivating. Albeit this is carried out unconsciously, yet before you even begin, you yourself will now be conscious of this process, thus you will be automatically radiating a semi-attractor. Your energy becomes attractive because your own conscious mind will instruct your subtle levels of reality to radiate this vibration. That is provided that you yourself have genuinely bought into, and are happy to perform the Mentor's role. When you are pleased with this post, your own subtle levels will radiate this positive vibration, and as mentioned, your staff's subtle levels will be seeking to accept, or decline your guidance.

Thank You for previewing this eBook

You can read the full version of this eBook in different formats:

- ➢ HTML (Free /Available to everyone)

- ➢ PDF / TXT (Available to V.I.P. members. Free Standard members can access up to 5 PDF/TXT eBooks per month each month)

- ➢ Epub & Mobipocket (Exclusive to V.I.P. members)

To download this full book, simply select the format you desire below