



IN IT TOGETHER

MANAGEMENT VS MOTIVATION

WHAT IS YOUR DEFINITION
OF MANAGEMENT?



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DANCING IN THE MOMENT/ LEADING AND COACHING FROM STRENGTHS

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MANAGEMENT IS

The process of dealing with
or controlling things or
people

~ Oxford English Dictionary

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MANAGEMENT VS MOTIVATION

WHAT IS YOUR DEFINITION
OF MOTIVATION?





MOTIVATION IS DEFINED AS

Connecting with “the reason or reasons [a person] has for acting or behaving in a particular way”

~ Oxford English Dictionary

Expert Approach	Coach Approach	Helpful Character Strengths
Authority	Partner	Kindness, Social intelligence, Teamwork
Educator	Fellow explorer	Curiosity, Spirituality, Appreciation
Defines Agenda	Seeks client's agenda	Teamwork, Self-regulation
Feel's responsible	Holds client accountable	Teamwork, Honesty
Identifies solutions	Explores options	Curiosity, Hope, Judgment
Focuses on what is wrong	Focuses on what is strong	Hope, Social Intelligence
Focuses on remediating	Focuses on cultivating	Curiosity, Humility, Gratitude
Provides advice	Co-explores possible answers	Humility, Zest
Steers the conversation	Probes the client's story	Curiosity, Bravery
Evaluates	Reality tests	Bravery, Perspective
Identifies action steps	Uncovers next steps	Curiosity, Teamwork
Focuses on "fixing"	Trusts client is whole	Fairness, Perseverance
Interrupts if off topic	Asks client's current priorities	Kindness, Perspective
Works harder than the client	Draws out the client	Teamwork, Self-regulation
Molds the clients behavior	Dances with the client	Hope, Humor, Humility



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WHAT MOTIVATES YOU MOST?



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Money

Working with
others

Supporting my
family

The enjoyment
of getting
things done

A sense of
accomplishment

The opportunity
to learn new
things

Other

Write down your answer!



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4 STEPS TO TRANSITION FROM MANAGEMENT TO MOTIVATION

BE HOPEFUL: BE STRONG:

BE BRAVE: BE CURIOUS



BE HOPEFUL

“the belief that the future will be better than the present, along with the belief that you have the power to make it so.”

~ Dr Shane Lopez – Author Making Hope Happen: Create the Future You Want for Yourself and Others



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CHOOSE HOPE 4 YOUR FUTURE

What is one thing you visualize in your future?
Write it down

What is one step you will take to move closer
to that future? Write it down

When will you take that step? Write down the
date

What is one word to describe how you feel in
this moment? Put it in the chat



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BE STRONG



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- Strengths come in many types –
 - Talents
 - Skills
 - Passions
 - CHARACTER STRENGTHS



VIA Classification of Character Strengths and Virtues

Virtue of Wisdom



Creativity
Original, adaptive, ingenuity, seeing and doing things in different ways



Curiosity
Interest, novelty-seeking, exploration, openness to experience



Judgment
Critical thinking, thinking through all sides, not jumping to conclusions



Love of Learning
Mastering new skills & topics, systematically adding to knowledge



Perspective
Wisdom, providing wise counsel, taking the big picture view

Virtue of Courage



Bravery
Valor, not shrinking from threat or challenge, facing fears, speaking up for what's right



Perseverance
Persistence, industry, finishing what one starts, overcoming obstacles



Honesty
Authenticity, being true to oneself, sincerity without pretense, integrity



Zest
Vitality, enthusiasm for life, vigor, energy, not doing things half-heartedly

Virtue of Humanity



Love
Both loving and being loved, valuing close relations with others, genuine warmth



Kindness
Generosity, nurturance, care, compassion, altruism, doing for others



Social Intelligence
Aware of the motives and feelings of oneself and others, knows what makes others tick



Teamwork
Citizenship, social responsibility, loyalty, contributing to a group effort



Fairness
Adhering to principles of justice, not allowing feelings to bias decisions about others



Leadership
Organizing group activities to get things done, positively influencing others

Virtue of Justice

Virtue of Temperance



Forgiveness
Mercy, accepting others' shortcomings, giving people a second chance, letting go of hurt



Humility
Modesty, letting one's accomplishments speak for themselves



Prudence
Careful about one's choices, cautious, not taking undue risks



Self-Regulation
Self-control, disciplined, managing impulses, emotions, and vices

Virtue of Transcendence



Appreciation of Beauty & Excellence
Awe and wonder for beauty, admiration for skill and moral greatness



Gratitude
Thankful for the good, expressing thanks, feeling blessed



Hope
Optimism, positive future-mindedness, expecting the best & working to achieve it



Humor
Playfulness, bringing smiles to others, lighthearted – seeing the lighter side



Spirituality
Connecting with the sacred, purpose, meaning, faith, religiousness

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DEVELOP CHARACTER STRENGTHS

- Learn about the 24 strengths
- Take the free VIA Assessment to discover your character strengths ranking: <http://initttogethercoaching.pro.viasurvey.org/>
- Be deliberate in using your top 5 strengths

CHOOSE ONE STRENGTH FROM THIS LIST



Creativity

Perseverance

Teamwork

Self-Regulation

Curiosity

Honesty

Fairness

Appreciation

Judgment

Zest

Leadership

Gratitude

Love of Learning

Love

Forgiveness

Hope

Perspective

Kindness

Humility

Humor

Bravery

Social Intelligence

Prudence

Spirituality

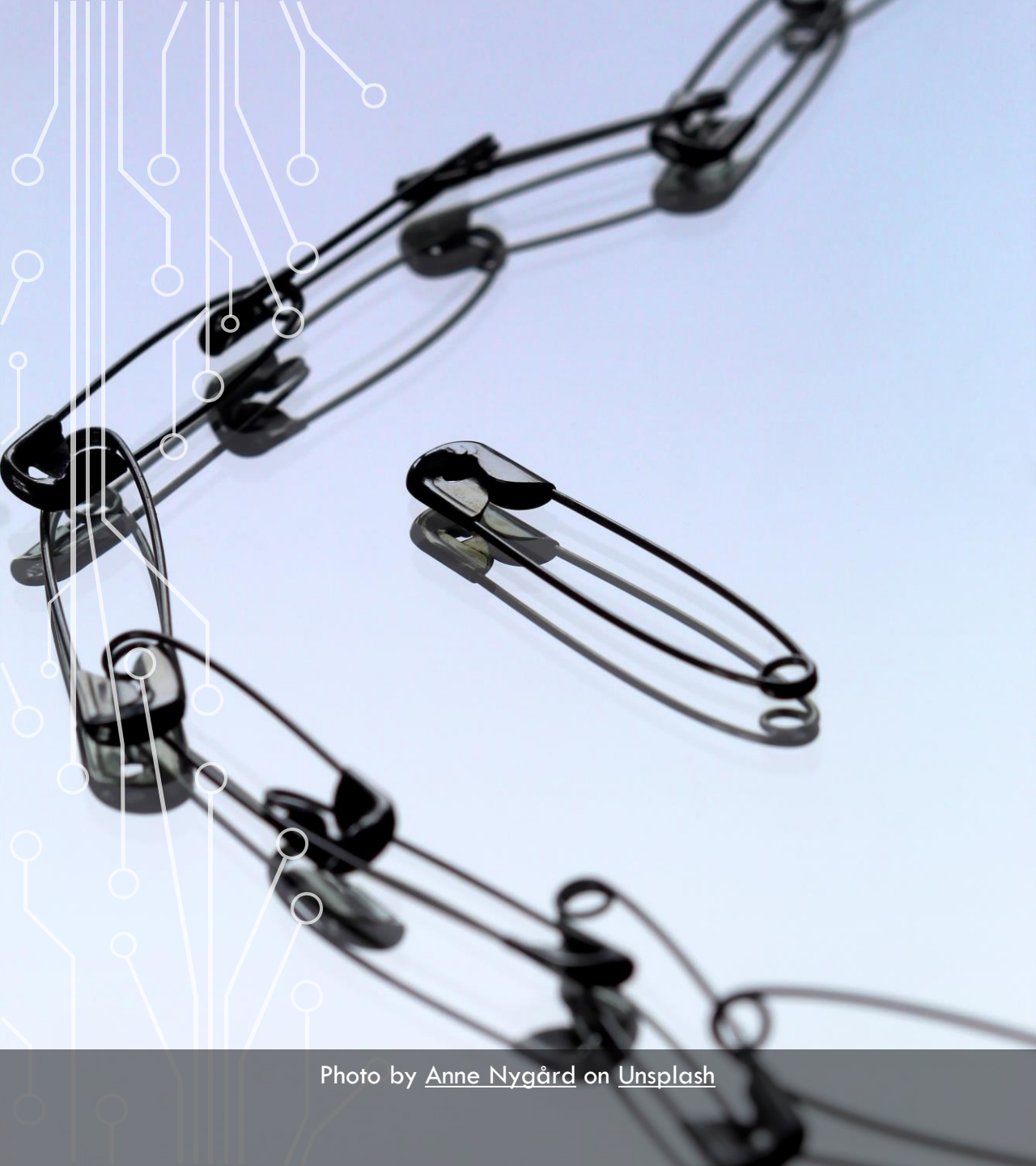


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A PRACTICE OF MENTAL SUBTRACTION

What is one word to describe how it
feels?

Write it down

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BE BRAVE

the quality or state of having or showing mental or moral strength to face danger, fear, or difficulty

~ Merriam Webster

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THINK OF A TIME...

You were afraid

And did it anyway.....

What is one word to describe how
you felt **AFTERWARDS!**

Write it down



BE CURIOUS

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interest leading to
inquiry

~ Merriam-Webster

The only stupid question is the
one you do not ask!

There is no curiosity without a
question in mind



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THINK BACK OVER THE LAST WEEK

What is one thing that piqued your curiosity that you still don't know the answer to?

What is a step you can take to start answering the question?

WRITE DOWN YOUR ANSWERS!



YOUR COLLECTION



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Your biggest
MOTIVATOR

A **HOPE**, an action,
a timeframe & a
word to describe
how it feels

Word to describe
how it feels to
“lose” a character
STRENGTH

Word to describe
how it feels to be
BRAVE

A question you are
CURIOUS about
and an action to
answer it

The tools to be a
GREAT project
leader

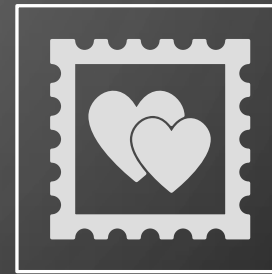
7 DAY CHALLENGE TO BE THE BETTER PROJECT LEADER – DEVELOPING STRENGTHS IN OTHERS



SEE



EXPLAIN



APPRECIATE



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QUESTIONS?

FIND OUT MORE ABOUT US



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<https://www.inittogether.com>

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<https://us02web.zoom.us/meeting/register/tZYpd-itqzgtEtSThrG5UUPIJzcOuNjIDR1f>

Tuesday August 31st or September 7th at 6:30pm EDT

Contact Ruth Pearce: Email RuthPearce@InItTogetherCoaching.com