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Keeping Canadians motivated at workplace: A review inspired by the book “Personal Confidence & Motivation”

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Abstract

We all want to accomplish something in our lives. It is important to know that we have accomplished something of value, of quality, or of meaning.

Achieving more increases our self-confidence. Consequently, the more self-confident we become, the more we can accomplish. Failure to achieve our goals can have the opposite effect. We may experience a dip in our self-confidence if we do not achieve something, which may impact our motivation for trying again. This review gives a summary of some definitions and aspects of motivation discussed in the book “Personal Confidence & Motivation” by MTD Training and taking Canadian employees and employers as examples.

Keywords: Motivation, personality, human resource, Canadian employees

Introduction

Motivation is viewed as a human being’s reason for getting involved in a certain activity. If one takes a long working on an assignment, they might lack motivation, and thus, there is a need for them to boost their motivation so that they can report improvements. Through motivation, one would seem more fulfilled than before. Thus, it is an inherent aspect for every person to ensure that they get motivation from either internal or external forces.

Motivation is the desire to do something, or not to do it. It is a feeling of wanting to act in some way and being able to do so. Motivation may be either internal (from within) or external (from without). The actions that are performed as a result of motivation can be called motivated actions. Motivated actions include all those behaviours that are done by human beings who have an intention or desire for their doing them; they also include all those behaviours which are done by animals with the same intentions or desires, but without having the ability to communicate these intentions or desires verbally.

Ways of Improving Motivation

Reasons why people lose motivation

For one to always be motivated, one must develop resilience. However, this is not always easy, and thus, there is a need to have both external and internal factors cooperate well.

Even though either of the factors works well, it would happen that another one will be the source of lack of motivation. Thus, everyone has their own days that they face the heat of lacking motivation. At work, we might have a higher understanding and supportive boss, but at the end of the day, stress derived from the family setting can trigger a decline in emotions. Similarly, when we face significant challenges at work, our families can stand with us and we end up gaining motivation. It is normal for people to face tough times and humiliation, but this does not take time once we develop positive attitudes. Depression can take us down and test our resilience; it is at that time that we know whether we will rise again or not. Despite facing tough times, what separates us from successful individuals is that they can get up and respond to the challenges and move forward.

There exist three major reasons leading to the decline in motivation among individuals. They can also be called the “motivation killers.” They include;

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- Inadequa focus – This shows that one cannot determine what they want, and they end up being reluctant to do something. Consequently, they might postpone and believe that they can just swing into action when they are ready, leading to laziness.
- For one to start making great strides towards meeting their goals, there is a need to increase focus and be resilient. This might encourage them to work even extra harder to meet their goals.
- Lack of confidence – why should one keep trying when they are uncertain if they can be successful in a certain activity? Without confidence, one would just be heading to a disastrous end. This makes a lot of sense – it entails being self-protective. To get back to winning ways, one should increase their confidence levels as this will get back their motivation, and they would end up being successful.
- Lack of direction – many people know what they want, but how to execute their plans is the problem. Even though the action is viable, it should be accompanied by the plan and the zeal to attain the set targets. If one wants to get back on track or just get started, they need to find the reason for their impending actions and give it a try.

The subsequent sections will help highlight some of the ways that people can enhance their self-motivation.

Ways that people can enhance their self-motivation.

Dealing with lack of Confidence

Some of the noble suggestions are;

- Focusing on what you already have within your means than what you lack.
- Come up with a personal philosophy or positive mantra of success to drive your confidence.
- Redo what you are already acquainted with to help jog your memory and help you appreciate what you have.
- Adopt positive thinking always so that you will start gaining great strides.
- Appreciate other people's compliments and constructive feedback.

Addressing lacking focus

In the contemporary busy work environment, the chances are high that we lose focus easily. This is because of anxiety and many other distractions that we might face. Since we become afraid of losing our jobs, we can resort to attending to work-related duties with the same level of distraction. We might also fail to talk out what bothers us, making work even more disastrous. At work, we also fear that our relationships with the other workers and managers can be negatively affected by us coming out. The fear of taking a risk might also engulf us and make it even harder to execute our mandates effectively. It is easy to lose focus on what we are trying to achieve in today's busy work environment. The lack of focus becomes a serious issue.

As the fear rips off our focus, we spend a lot of time trying to rebuild our image. So, it is good to look at ways to improve focus. One of them is to set clear goals to help us follow and attain. We can also structure the goals based on random thoughts we engage in, which will build our image and give us something that we can depend on. We can also focus on what will make our engagement levels increase significantly.

Addressing lacking direction

If you have goals that are working but cannot get working to attain them, this will qualify as procrastination. It is a vice that affects many people and costs their dreams. The lack of direction is to be blamed, and to deal with it; you should develop a 'to do list' and ensure that you work on everything as specified. You can also ensure that you always get started instead of waiting until the last minute to start working, as this will highly affect your motivation to work. You should always have the habit of breaking your records and setting new ones as it is a good way of making yourself happy and successful.

Cultivating Self-Discipline

We might always think that discipline entails cracking the whip on a team of people or workers, but this is not always the case. Instead, self-discipline helps the subject by instilling a sense of self-worth and respect because one resorts to working with set goals to attain their goals and have a sense of freedom. With discipline, it would be easier for you to work hard since you find this a routine, and you can easily meet your goals in the process. This makes you happier working and boosts motivation from time to time. You will then enjoy the results in the process, which is a positive aspect. This is contrary to when you are wandering without self-discipline.

Frustrations also accompany a lack of discipline.

With self-discipline, you can also engage your thoughts and be more successful. Through this virtue, we will also be certain that we will reap the best results in the end, and once we fail to work well, we will face the consequences. We might lose our positions, which can negatively affect our lives. We must ensure that the time we use is always accounted for, and if we are not engaging in one thing, we are busy with another one.

Self-discipline is helpful in;

- Handling your daily tasks in a stylish way
- Enrolling in the gym or instead of watching the movie all day.
- Waking up earlier to prepare and start the day instead of extending sleeping hours.
- Resisting temptation and adopting a healthy eating plan to avoid ailments.
- Constantly checking your mail for updates instead of waiting until you have a new message and have been alerted.
- Learning always to walk away from gossip that sucks your energy at a water cooler.
- Reviewing your work properly so that you will ensure it goes well.

There exist five characteristics of individuals who own self-discipline:

a) Self-Knowledge

Through self-knowledge, one is aware of what one should choose to do. This also helps people should associate with what they feel is prudent for them. One must determine the kind of choices behaviour, standards and many other aspects that are in line with their lives. To be successful in this, it is important to set goals and be entrenched in the values that one has developed. The choices should also align with the future. One needs to write down a list that would show them the way and have the personal statement that would be

always a guiding principle.

b) Conscious Awareness

After looking at yourself and finding the factors that resonate with you, it is important to be attentive to what you are doing and what you have left out. This will help in determining whether you are utilizing your available resources well such as time. By asking yourself those questions, you will be better placed to be more disciplined and pinpoint cases where your behaviour is wanting. This will give you room to rectify and be a better person. This stage is always very important in a person's life and it should not always be taken for granted. Eventually, you will be working towards arresting any uncouth behaviour before it consumes you.

c) Commitment

We will lose our self-discipline when we are not committed to our goals. When we face temptations, the chances are high that we will give in easily without commitment. If you find that it is hard to commit, then it would be important to refer to the self-knowledge phase, as this will open your eyes to see what is good for you. Consequently, you will keep to the right and clearer path.

Discipline goes a long way with the goals that we set. We might want to attain our goals, for instance, in the workplace, such as getting promotions and many others, but without commitment, we might not achieve that. We might also be contended with what we have, or we can focus on switching careers. Even though commissions can be tedious, it can act as a litmus paper to determine what we are happy to do or committed to achieving.

d) Courage

It is always important to have the courage to stand up for what you feel is more relevant to you. Despite challenges, courage takes the day and it helps us work out our differences without fearing anyone. You can also face tormenting behavior that you would need to change to be a better person. All these play a significant role in performing better as we face our challenges and stage a fierce fight to succeed.

An example is where you decide to get back to school at the wee hours of the night and study for an exam. When one has courage, there is a guarantee of being self-disciplined and meeting one's goals. You can focus on limiting the uptake of calories or stop smoking, and with the courage to confront the fears, you will be better placed to succeed.

e) Internal Coaching

Being self-disciplined will also require us to work towards disciplining the dissenting voices in our heads that promote negatively. This is akin to dealing with the negative attitude that might have engulfed our minds. When you encounter a challenge directed to your self-discipline, the negative voice can water your efforts by showing that you cannot meet your goals.

The critic might shout, "See, I knew you would quit." This might force you to surrender, and you will not have met your goals in the long run. Training the internal critic to obey your resolve makes it easier always to meet your goals. It would help if you normalized being your cheerleader, which will be instrumental in meeting your goals by enhancing motivation and self-worth. You will then be

happy to always reassure yourself.

Canadian employees' case

Recent research has proven that 97% of employees get motivated when their employers encourage them and notice their hard work. Motivation enables employees to perform better where the company benefits and guarantees long-term success. Employees become innovative, committed, high performers, and happy when they feel motivated (Rahmi, 2019) [5]. When employees feel motivated, they are pushed to do more to get more recognition and rewards. Employees feel motivated when the appreciation and recognition are consistent. Motivation requires understanding from employers and what to expect if things do not go as planned. Employees with self-confidence are satisfied with their jobs and feel good about themselves and the position they hold in the company. Self-confidence allows employees to focus more on their work and easily get along with their colleagues. However, self-confident employees are willing to take risks for an organization's good. Self-confident employees are not afraid of making mistakes since growth happens through them. Making some decisions and changes requires employees to be ready for any outcome. Self-confidence allows employees to trust their verdicts and abilities that will enable them to face any challenges at work (Khan & Mohiya, 2020) [4]. Employees must be self-confident because it determines their success and that of the company. It also plays an important role in decision-making processes that negatively or positively impact the business.

An indeed survey has revealed that 70% of Canadian employees want their employers to put more effort into motivating them and helping them build their self-confidence. As an employer, the success of the employees means your success. Therefore, it is important to motivate and help employees build their self-confidence. It also makes the team strong, capable, and more productive, hence the organization's success (Dar *et al.*, 2022) [2]. Once an employer notices unmotivated employees who lack self-confidence, they should not give up on them before working to build them. Working with such employees requires patience and authentic communication. There are several ways employers can motivate and build self-confidence in their workers.

Employers should have reward and recognition programs since research shows that they create 14% better engagement, service, and productivity. It also creates a 32% lower employee turnover; hence the programs are imperative in appreciating employees. Employers should also have sit-downs with their employees and find out how and what would motivate them and build their confidence instead of guessing. Eight employers out of a possible 10 motivate employees in ways the workers do not feel appreciated (Asadullah *et al.*, 2019) [1]. Another way to boost employees' motivation and self-confidence is by creating room for failure where employees feel they can still grow after making mistakes instead of fearing losing their jobs. Offering free food may go a long way in encouraging employees and ensuring job satisfaction. 60% of employees rank office food among the three office perks, and 11% become more productive when they know they won't spend their money on food.

Conclusion

Employers play a large part in ensuring the success of a

business. In Canada, a population of approximately 4 million employees goes for jobs that have flexible working hours. Therefore, employers should offer flexible scheduling (He *et al.*, 2019) ^[3]. Transparency goes a long way for employees, and their employers since solving challenges becomes easy. Employers should notice their workers' achievements by sharing positive feedback. Despite being an employer, one should respect and support their workers. Above all, employers can motivate their workers by paying those bonuses, incentives, or paying their insurance

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