

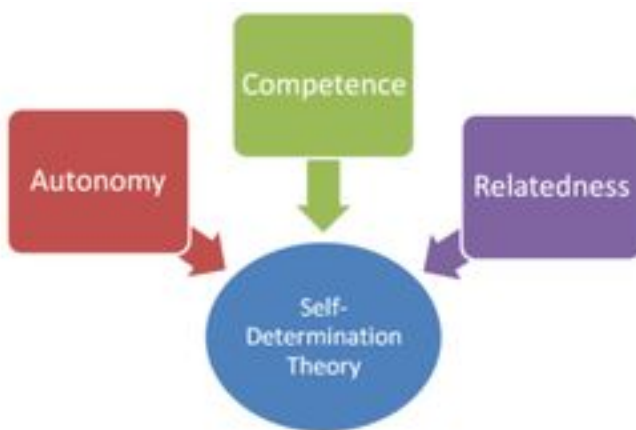
# Motivating

## 1. THEORY

One of the most difficult aspects of a mentor is learning how to motivate your trainees if they aren't. It is also one of the most important. Trainees who are not motivated will not learn effectively. They won't retain information, they won't participate and some of them may even become disruptive. A student may be unmotivated for a variety of reasons: they may feel that they have no interest in the task, find the mentor's methods un-engaging or be distracted by external forces. They may even have a lack of self-confidence. It may even come to light that a trainee who appeared unmotivated actually has difficulty learning and is in need of special attention.

While motivating trainees can be a difficult task, the rewards are more than worth it. Motivated trainees are more excited to learn and participate.

Many is written about motivation, but we choose for the self-determination theory. SDT is centered on the belief that human nature shows persistent positive features, that it repeatedly shows effort, agency and commitment in their lives that the theory calls "inherent growth tendencies". People also have innate psychological needs that are the basis for self-motivation and personality integration.



Self determination theory identifies three innate needs that, if satisfied, allow optimal function and growth:

1. **Competence:** seek to control the outcome and experience mastery
2. **Relatedness:** the universal want to interact, to be connected to and experience caring for others.
3. **Autonomy:** Is the universal urge to be causal agents of one's own life and act in harmony with one's integrated self; however, this does not mean to be independent of others

Integrate all of these topics in the internship. Show interest, take breaks together with the trainees, let them participate in meetings, learn them how to do tasks, give them the chance to ask questions, etc. The more the trainees know, the more autonomy you can give.

Sometimes the lack of motivation is due to a lack of self-confidence, problems at home, etc. Try to talk with the trainees, this might help. Say them that you are worried is a good start for such a conversation.

Here are more effective ways to get your trainees more excited about the training:

1. Encourage trainee: Trainees look to mentors for approval and positive reinforcement, and are more likely to be enthusiastic about learning if they feel their work is recognized and valued. You should encourage open communication and free thinking with your students to make them feel important. Be enthusiastic. Praise them often. Recognize them for their contributions.
2. Get them involved: One way to encourage trainees and teach them responsibility is to get them involved.
3. Set goals.
4. ...

## 2. POSSIBLE WAYS (exercises) TO BRING THIS THEORY

1. exercise 1 (Appendix 1): The butterfly circus
2. exercise 2 (Appendix 2): Group discussion
3. ...

## APPENDIX 1

### “the butterfly circus”

Present a short movie about motivation (for example “the butterfly circus”) and start a conversation:

- Why was he not motivated?
- What motivates you in your job?
- How do you motivate others?
- ...

## APPENDIX 2

### Group discussion

Present the theory about self-determination and ask the participants how they can motivate trainees according to this theory.