Working Intentionally - Managing Your Time, Motivation & Self

Utah State University
STAFF EMPLOYEE ASSOCIATION

https://sea.usu.edu/events/employee-development-seminar-with-dennis-kohler
Full disclosure - I am a door to door salesman

I am here to sell you something. This is only a success if you buy it.

The problem is that today there are no doors.

And...I don’t have snake oil (maybe?), encyclopedias, brushes, or vacuums.

The door is your mind and the thing for sale is you.

More precisely what is for sale is a future better version of you.

“If the doors of perception
were cleansed every thing
would appear to man as it is,
Infinite. For man has closed
himself up, till he sees all
things thro' narrow chinks of
his cavern” William Blake
A Proposition- A Framework

P E T A L
How to play along at home - Three Ps

- Perceive
- Plan
- Promise
Why?
This is a life/work philosophy of being intentional.
This is the process of becoming a better human.
A small bit about the work we do in ASC.
• We are a collection of individuals who are doing something outstanding
• We are more than a sum of our parts
• We have a mission:
  • The mission of Utah State University is to be one of the nation's premier student-centered land-grant and space-grant universities by fostering the principle that academics come first, by cultivating diversity of thought and culture, and by serving the public through learning, discovery, and engagement.
Here is the promise - if we can:

Find out where there is.

Find out why there matters.

Find out about who we are.

We will have a more directed purpose.
The tale of two statues
What is your why in work and life?

What can you do today, this week, this year to get closer to living inside of your purpose domain?

What one thing will you promise to do to fulfill or expand your purpose?
Energy

• The other (E) - Enjoyment
• Energy can manifest in two ways
  • Motivation
  • Flow
Let’s talk about motivation.

Autonomy
Mastery
Purpose

Daniel Pink
Let’s talk about Flow.

Mihaly Csikszentmihalyi
Where do you find your flow?

Do you have anything in your work that gives you this feeling?

Take the four things you do most and place them in the flow diagram.
What activities do you do that put you in a state of Flow?

Who are your allies in pursuit of these activities?

What will you do to balance your training and your challenge?
• You time
  • We all need time in our lives and work to develop as better human beings. Finding ways to meet our work objectives that also give us this time is one way to cheat.

• Time to plan
Getting things done

• You are always motivated to do something.
• The trick is to direct your energy toward doing things that will benefit you, your workplace, and the world.
  • If we want autonomy, purpose and mastery we need to figure out a way to do this. (we will talk about values later)
• Ordinary magic.
  • Write it down, take a step closer (to task completion and your shared values) every day.
  • Track how much time you are doing things that aren’t making you better.
    • AUDIENCE PARTICIPATION, What are those things?
What steals your time?

What can you do to specifically decrease the things that steal time?

What will you do to negotiate better use of time in a culturally appropriate way?
• We need to find ways to stay on target and stay moving.
• Procrastination is the enemy of action.
• Directed Action beats Non-Directed Action every time.

But, what about creativity?

moving toward one’s values is a form of self-direction
**Burnout is the opposite of action**

- What burns you out?
- What are the things in your life and work that take away motivation, keep you from doing your best, or make being fully engaged harder?

**burnout noun /ˈbɜrnˌoʊt/**
a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.
Burnout

• What does it look like?
  ▪ Tired and drained all the time
  ▪ Ill more often
  ▪ Headaches
  ▪ Change of appetite and sleep habits

• What does it feel like?
  ▪ Self doubt/failure
  ▪ Helpless/trapped
  ▪ Feeling alone
  ▪ Lack of motivation
  ▪ Cynicism
  ▪ Less satisfaction
Wait a minute...

Isn’t that just stress?

Stress really is too little –
emotional connection, working pressure
Work burnout

- Lack of recognition or reward
- Unclear or overly demanding job expectations
- Doing work that’s monotonous or unchallenging
- A chaotic or high-pressure environment
- Little or no control over your work
Burnout

• **Lifestyle causes of burnout**
  • Working too much, without enough time for socializing or relaxing
  • Lack of close, supportive relationships
  • Taking on too many responsibilities, without enough help from others
  • Not getting enough sleep

• **Personality traits can contribute to burnout**
  • Perfectionistic tendencies; nothing is ever good enough
  • Pessimistic view of yourself and the world
  • The need to be in control; reluctance to delegate to others
  • High-achieving, Type A personality
What are your warning signs for burnout?

How do you refill your tank to prevent burnout?

Are you really going to do this?
Learn/Love

• What do you really want to learn?
• What will it take to make it happen?
• What do you love about your work?
• What will it take to get more cupboards in my life?
List three things you want to learn. Do they support what you love?

How can you get from here to there?

Are you really going to do them?
How do you know what you love?

Another word for what I love is what I value.
How Values Help You

• Decisions about how to engage:
  • What job should I pursue?
  • Should I accept this promotion/new role?
  • Should I compromise, or be firm with my position?
  • Should I follow tradition, or travel down a new path?

• Work life Balance Example – (Family vs. 70 hour week)

• What do you value?
These shared values guide the Erikson family

- **Freedom of inquiry and freedom of expression**
  Erikson encourages open and vigorous discussion and strives to maintain an environment in which the free exchange of ideas and opinions can flourish.

- **Relationship-based education**
  The Erikson approach to education recognizes the centrality of all relationships in all learning.

- **Commitment to social justice**
  We seek to contribute to a significant improvement in the quality, effectiveness, and equity of education and services for all children and families, and to help children develop to their fullest potential.

- **Diversity**
  We are dedicated to addressing the interests and needs of an increasingly diverse society. We prepare professionals to work with populations that vary in age, race, ethnicity, and physical and mental abilities.

- **Complexity**
  We seek to understand and value the interplay of various biological, psychological, cultural, historical, and social factors that influence each child.

- **High standards and excellence**
  Our graduates consistently tell us that Erikson’s academic programs are exacting and more than worth the effort.

An example I love.
What are values?

Here are some core values from James Clear
How do our values match up?

The mission of Utah State University is to be one of the nation's premier student-centered land-grant and space-grant universities by fostering the principle that academics come first, by cultivating diversity of thought and culture, and by serving the public through learning, discovery, and engagement.
List three values.

How do I communicate my values?

Tell your story up-chain and down-chain.
In the end, this is about happiness

• Things exist that will trouble us.
• Sometimes they seem more than we can bear.
• If we can accept them, then we get the opportunity to spend more time working on the things we value.
Questions?
Comments - Suggestions
Links for continued study

Burnout
- https://www.greatplacetowork.com/resources/blog/the-top-7-workplace-factors-that-impact-employee-health
- https://qz.com/work/1355018/how-to-talk-to-your-boss-about-mental-health/

Goals and Motivation
- https://nickwignall.com/motivation/
- https://www.lifehack.org/829885/achieve-personal-growth
- https://www.brainpickings.org/2013/05/09/daniel-pink-drive-rsa-motivation/

Flow
- https://www.ted.com/talks/mihaly_csikszentmihalyi_on_flow

Values
- https://jamesclear.com/values-choices
- https://jamesclear.com/core-values

Productivity and Procrastination
- https://www.psychologytoday.com/us/basics/procrastination