



HOW TO MOTIVATE YOURSELF AND YOUR TEAM

COVID-19 RESOURCE

This factsheet outlines actions we can take to motivate ourselves and those around us; helping to develop and support colleagues to build stronger, more driven, and highly motivated remote teams.

Business in the Community promotes a **whole person** approach to wellbeing that includes mental, social, physical and financial aspects. All of these areas may be at risk due to COVID-19.

Getting motivated during the COVID-19 crisis can be difficult. You and your colleagues may be feeling an increase in pressure balancing challenges with work, family, health, and finances, along with the anxiety and fear around what's happening across the world. It is important to remind yourself that this is a period of great change for everyone: let go of things you can't change and focus on the things you can.



Motivate yourself and others

- **Be self-aware** Who are you? What are your values and how do you express yourself to others? Knowing who you are and what your weaknesses and strengths are will help you identify what aspects of your life need improvement. Use resources such as the **Myers Briggs Personality Test** and **Harvard Bias Test** to develop self-awareness. Being self-aware will also help you notice how you communicate with others, recognise your 'personal leadership style', and consider how this may impact your team.
- **Language** How you communicate is vital and how you talk to yourself and others is as important as the language you use. 'I am...' is a very powerful statement and our inner critic can be very loud and demanding. If you are struggling, or feeling 'off', try turning your feelings around by recognising, reviewing and replacing your negative inner 'I am...' statements with positive ones.
- **Re-frame** your situation, instead of 'I'm stuck at home' think 'I'm safe at home'. By changing the emphasis, we can change the emotions and feeling behind the statement, and challenge assumptions that don't have a positive impact on our mental health or motivation.
- **Create a positive mindset** research shows that happiness increases productivity and makes you more successful. Try to practice gratitude, start your day by thinking of three things that make you happy, and connect with positive people. Remember to be kind to yourself, as well as others.
- **Communication** is vital, especially during a crisis. The ability to communicate clearly and concisely is paramount. Even if you have nothing to tell your colleagues or team, tell them that! Silence from the top breeds a culture of fear, worry and anxiety. Set up regular formal and informal meetings via, Teams or Zoom.
- **Goal setting & accountability** What do you want to achieve, inside and outside of work? Do something that is outside your comfort zone to stretch yourself, or buddy up with a peer so that you can set goals together and monitor each other's progress.
- **Self-care** This is a difficult and challenging time and pressure can build. Take time to pause, reflect and give yourself a reward. Try the **Pomodoro Method**, a time management technique that is very helpful in breaking down tasks into more manageable chunks.

**YOU CAN'T ALWAYS
CONTROL WHAT GOES
ON OUTSIDE. BUT YOU
CAN ALWAYS CONTROL
WHAT GOES ON INSIDE**

Wayne Dryer

For more information about Wellbeing & Inclusion, visit www.bitcni.org.uk or email stephanie.reid@bitcni.org.uk