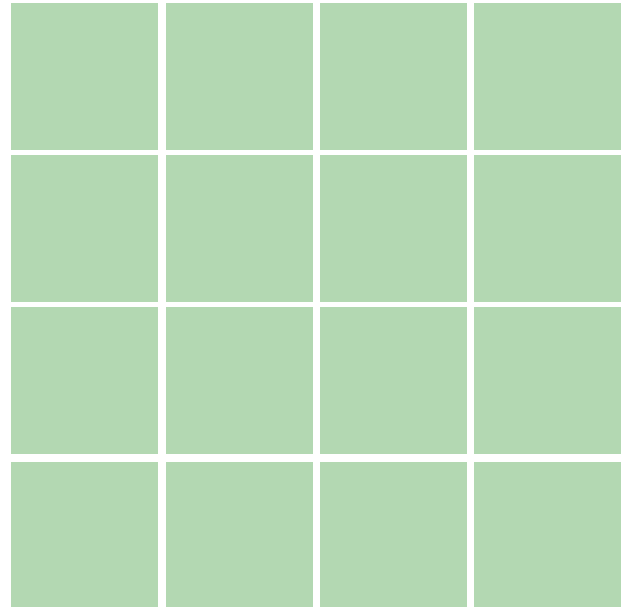


JUNE 2020

TRAINING TOOLKIT: MOTIVATIONAL GRID



PROMOTE SELF-UNDERSTANDING
LEARN ABOUT MOTIVATION &
PRIORITIES



樹洞香港
Future Thinking, Present Impact

01

WHAT IS MOTIVATIONAL GRID?

Motivational Grid is an activity **promoting self-understanding** by exploring **personal motivation and priorities**. To live a fruitful life, we have to identify our **goals** and meaning of life. By including concepts in **different domains** in life, Motivational Grid helps crews find out what the **most important matters in life** are. Improving self-understanding helps individuals **achieve life satisfaction** and even **self-actualization**.

LEARNING OBJECTIVES

- Understand oneself
- Personal **goals** and **priorities**

WHY MOTIVATIONAL GRID?

- Cover **different aspects** of life
- Reveal **personal preferences** in a **systematic** way

02

TIME AND GROUP SIZE



10 mins for task + **15 mins** for debriefing

1 - 30 participants

MATERIAL (PER PERSON)

Paper and pen

You could download the grid in the
Appendix.

03

STEPS

- Give the following instructions:
 - “I will ask you a few questions. You should put one answer in one box freely.
 - Write down 5 things you would buy or do if you had an **infinitely large sum of money**.
 - Write down 5 **people** who are important to you. You could simply write their initials and their relationship with you.
 - Write down 5 characteristics of yourself that you are **proud of**.
 - Write down 5 concepts or ideas that **constitute your ideal life**.
 - Write 5 **values or ideologies** you endorse.”
- Give participants time to finish their grid. Make sure they finish writing before you give the next instruction.
- Ask the participants to cross out relatively unimportant items under your command. Keep a rapid rhythm. Cross out 3 items each time. Repeat it 7 times so they cross out 21 items in total. Ask the participants to circle the remaining uncrossed items. **These items are what really matters to them.**
- You can debrief with the suggested debriefing questions and introduce the idea of goals and priorities.

03

EXPECTED RESULT

In the activity, we asked about **5 essential aspects in life**, 1) physical objects or actions that can be achieved with money, 2) significant others, 3) self-esteem, 4) ideal life, 5) conceptual value and belief. After crossing out 21 items, the 4 most important items left are usually **significant people and personal value or belief**. In Motivational Grid, we do not simply introduce the idea of goals, but more importantly, **our priorities for our personal goals and motivation**. From the results of your group, you may conclude that participants **prioritize people and belief** over other goals in one's life.

SUGGESTED DEBRIEFING QUESTIONS

While the circled items are the most important goals in your life, are they from the same category?

Why are they important to you?

How do you think these goals have directed your current life?

What changes would you make to better achieve these goals?

05 INSIGHT—

GOALS

“

A goal is not always meant to be reached. It often serves simply as something to aim at.

— Bruce Lee

”

One of the objectives of the motivational grid is to **reveal participants' inner goals and motivation**. Motivation is essential not only in initiating actions but also maintaining them.

Why do we have to know our motivation and goals? Accurately identifying one's goals promote **self-understanding**. Better self-understanding about inner self allows the development of a **coherent self-concept**. It helps create a sense of purpose for individuals which promotes **general well-being and satisfaction**.

As usual, we are not satisfied with simply knowing about our personality. We look for ways to **improve our life** regarding what we learnt about ourselves. In terms of motivation and goals, we can make **behavioral changes** relating to **career, close personal relationship** etc. Indeed, sometimes we cannot change the objective constraints or situation. However, we can alter our **subjective view** of our lives and **find meaning** in our current daily activities. Psychologists found that **a sense of meaning** is correlated to happiness and satisfaction. **Meaning-making** in suffering or boredom seems to be a cliché. Still, the positive effect is supported by evidence. Therefore, finding a purpose in life deserves our attention and effort to make our life better.

06

INSIGHT—

PRIORITIES

In the activity, the rapid crossing procedure simulates a process of **sacrificing and making trading-off** between ideas important to oneself. Other than showing the most important values, it implies the idea of **priorities** within what one treasures. We make choices and trade-offs every day. In real life, we can seldom pay full effort or attention to all 25 important items due to **restrictions in reality**. We all have limited time and energy. Unconsciously, we **prioritize what is more important** to us. Identifying what we prioritize enables us to invest our time and energy to what **truly important** to us. The insight of priorities is not only **what we value**, but also **what we have to let go** due to our finite resources. It is not a pessimistic view on life, but a new way to see life, so we can redirect it to the **most fruitful way of living**.

MOTIVATIONAL GRID



WHY YOU MADE THIS DECK?

Thank you for going through the whole guide book! Hope you find this useful.

I am Peter Chan, the founder of TreeholeHK, a corporate training consultant that provides **psychology-based training solutions**.

These skills have been highly effective in my training practice – and I hope to share them with more L&D professionals so we can share the fruits from psychology research.



FOR MORE INFORMATION, VISIT:

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