22 How can I find my motivation back at work?

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Have you lost your motivation at work? rest assure you're far from being the only one. Many leaders are currently looking for more meaning in their lives and in their careers. So should you quit your job? I don't think so. In this episode, I'm going to share with you why so many leaders have lost their motivation and what you can do about it. I wanted to talk to you about a leadership quiz that I have developed. If you want to take it, you will find it in the show notes of this episode. And 3000 leaders went through my leadership quiz. And I asked them also about the problems they are facing. And these are the top five problems that these 3000 leaders are facing. The first one is that many of them have lost their motivation at work. The second problem they're facing is that they have difficulties to focus they have so many things to do, that they don't know how to focus anymore. The third problem they're facing is that many have bad decisions that are imposed on them coming from their management coming from their shareholders, their headquarters, but many are facing these bad decisions. The fourth one is that a lot of leaders are working really, really hard to deliver things. And the last one, and that's more for the team leaders among you that they are facing a lot of resistance to change in their organisation and find it difficult to align everyone around one vision, but the biggest problem they are facing is that they have lost their motivation. So if you're in that case, as well, you're far from being alone. And I wanted to share with you why so many people have lost their motivation on three levels. First, the personal level, secondly, on an organisational level, and thirdly, on a macro level. And first, why do so many people have lost their motivation? Well, first of all, it's

because they don't have the impact that they want. So we might quiz the number one dream that the people who have lost their motivation have is that they wish they could have more impact. So of course, you would lose your motivation if you're working really, really hard. And you don't really contribute to the results of your organisation, or you don't really see any positive results of all the hard work you're doing. Well, everyone would lose their motivation. And I've interviewed many, many leaders and the same story comes over and over again. And one big problem of why people don't have so much impact anymore. Well was very well told by a leader and friend of mine, and she says that the work she has to deliver it has been so fragmented, that she only works on such a small part of the whole value chain, that she doesn't even see the result of it. Another reason why people have lost impact is that they have so many things to do. It seems like whatever you Do you become this productive machine where everything needs to be more you have more task, you have to produce more revenues, more cost savings, more alignment, it's always more more more producing, producing. And you have so many things to do now that you don't manage to have the impact you want because of your big to do list. Also, one big reason why people don't have the impact that they want and then lose their motivation is that they seem to have no time to reflect and to step back anymore. It's like working on one topic. And then the next one, going from one meeting to the next one. This friend of mine showed me her calendar and I was thinking, oh my god, how can you even manage to get things done? If you spend your days going from one meeting to the next you don't even have time to work on your own things anymore or to just simply Stop, reflect on things step back, analyse things before going into the next phase. I'm interrupting my own podcast to share a great opportunity. I'm hosting a free webinar on the tree leader shifts you should make to be successful in fast changing digital times, or tree secrets to build a meaningful life and organisation. I've already inspired thousands of leaders with these counter intuitive strategies. And given this keynote in large organisations in several countries, it'll help you understand the mistakes organisations and leaders make, what they should do instead and why being human and meaningful is even more important in this digital world. Go To www.qileader.com/masterclass to enrol or to the show notes of this episode. at the end of the webinar. I'll also shortly talk about my programme from Solvay Brussels School, Leading authentically in digital times. It has already helped hundreds of leaders transform, have more impact, find their motivation back and stay relevant in today's fast changing digital times. It has also transformed the culture and mindset in large organisations. Now back to our episodes. And so why don't you have impact neither? It's also because there is often not enough ownership in the organisation and it's not bad. Well, it's again, because this process has been divided over different departments. every department has their own objective. And so even when somebody has a great ID in one department that could help save a lot of costs and time for the whole organisation. Well, there is then a pink Between all the departments about who should do what, and where should the cost go because the savings go in that department, but the Costco in another one, and that department doesn't want his costs to increase. And so at the end, nobody takes this project and the cost saving is not realised. And so that is really, really tiring. Because people, they want to matter, you want to make a difference. You want your work to really have an

impact. And when the work is so fragmented, it's really hard to have an impact. Or when you have so many things to do. It's really hard to have an impact, or when you have a great idea, but you cannot implement it, because of whatever reason, it's also difficult to have an impact and that's how you lose your motivation. The other big reason why people lose their motivation is the lack of meaning. They really Don't see the value of their organisation anymore. They are not aligned with the true values or the true purpose of their organisation. Sure, there might be a really nice one that has been developed and communicated. There might be nice values hanging on the walls in your organisation. But maybe what you see is not aligned with your values, what the leaders claim and what they then do might be different. And then you don't really feel connected to those values and to the purpose of your organisation anymore. What leaders also tell me is that they have a lot of reporting to do and reporting. Well, that doesn't really bring meaning to your work. But then also why are people looking for more meaning because in many organisation, it seems that money revenues, cost savings, profit is all that people talk about. And in your organisation, you only talk about tasks and more profit and more cost savings. Well, of course, it notes it's not really motivating, I would lose my purpose and my meaning and my motivation as well. If everything I did was to get more money, and even when you reach your objective, then the next year, you even have to do more of that. So it seems to be like a never ending circle of delivering more more more, more, more more. And then you exhaust yourself and you lose your motivation. And then also, why do people lose their sense of purpose and their meaning? It's because they find themselves with leaders or managers who aren't really human, maybe deep inside they are human, but they are working so hard themselves that they only focus on tasks on instructions on giving feedback about projects, but they don't really spend time with you just listening, checking who how you're doing, even though they wish they could sometimes even talking with you will only take two minutes before the next meeting. And again, you don't feel valued and you can lose your motivation. So on a personal level, the two big reason why people are losing their motivation is lack of impact, and lack of meaning on an organisational level and that's what is translated on your personal level. why people are losing their motivation is the wrong structure. If your organisation is organised around functions, and your process is divided into specialties, people will probably spend more time in meetings trying To align than doing their actual job. And so it will be very difficult to motivate the people in your organisation. If you're organised in the functional traditional way, what you should do instead is organise yourself in cross functional teams. And then on a macro level, what is happening is that the consciousness level of our people is increasing or the consciousness level of our society is increasing. You can also check the episode about the seven levels of consciousness. But on a macro level, why do people lose their motivation? It's because in the past, it was enough to have a job that would bring you some money that will bring you some basic relationships and that would bring you some recognition. If you had these three things. It would be enough for you to be motivated. But then it wasn't enough anymore people they wanted to innovate, they wanted to learn more. And that became also important, which is the fourth level of consciousness. So you first have security and safety. The second one is relationship. The third one is self worth or recognition. The fourth

one is innovation or learning, keep keep on learning. And that was enough in the past for people to be motivated. But often what happens is when you have this all and in today's society, at least in our part of the world, the most people have enough money to eat, they have relationships, they have a form of self worth and recognition. They have learned a lot, and that's when you need something else. That's when you're looking For something more for that, meaning you're looking to make a difference. You're looking for authenticity, you're looking for having a life in line with your values. And that's something that is happening on the macro level. So our society is evolving. And it's not enough anymore, to have money to have basic relationships, to have recognition. Most people want more, they want to have meaning. Just look at the young people in your organisation. For them, this is not enough anymore, they want to make a difference. They want to contribute to a better planet. And that's the evolution simply because most of our needs have been met in our society. And so we are looking for something more. That's also why I believe you should elevate your consciousness level. So in the past, it was only when you had it all when your head made your career, your heads heads, your Success, that's when you start looking for something more. But today, a lot of people, they already have all these things from the start, especially the young people. And they are immediately looking for more meaning it's not enough anymore to have a job where they learn things where they make money, have basic relationships, and some recognition. They really want more. So that's the macro level. So what could you do then if you have lost your motivation, and I really like the research from Dan pink, who says that, to be happy at work, you need three things. You need purpose, you need mastery, and you need autonomy. So you really want to work for something bigger than yourself purpose. You really would like to become really great at what you do mastery, and you would like some autonomy and to decide how you organise your own job. And the people taking my course leading authentically in digital times. A lot of them they started the course because they had lost their motivation. And they were thinking, should I stay in this job? Or should I quit. But they're having nice colleagues, they're making quite some money, they're having quite some flexibility. And so they really would like to find their motivation back at this work, they don't really want to quit. And so they started the course. And they managed to find purpose, they've managed to find to become better at what they do to mastery, and also to get more autonomy. So what could you do if you don't want to take the whole course? Of course? Well, you should focus on these three things purpose first. It's not enough to know the purpose of your organisation, I really want you to think about what do you deeply care about? About what is important to you. Because once you have done that work on yourself, and what I mean by that is working and thinking about your values. Once you know what is important to you, you might realise that the promotion that you have missed is not that important, or the big car that you would like to have where the big salary increase might not be that important anymore. And once you realise what your purpose is, what your values are, you can start fulfilling your purpose within your organisation. Or you can start making decisions in your organisation based on your values and not simply say yes to things because you think you have no choice. So that's the first thing I want you to do. The second thing I want you to do is to become better at what you do, and for that the problem is A lot of your

habits might be habits that have served you well in the past. So habits like being action oriented, delivering everything that is requested from you, managing your time and controlling things are habits that served you very well in the past, but that will probably stand in the way of your success today. So if you want to be successful in these fast changing digital times, you will have to adopt new habits. So instead of being action oriented, you should learn to pause and to manage your mindset and your interpretations first. Instead of managing your time, you should learn to manage your energy and your fears before your time. Instead of trying to deliver everything that is expected. You should learn to say no two things to focus and to learn to let go because when you focus and say no to things, those things don't solve them don't solve themselves. magically, they will generate chaos that you will have to learn to let go of. And then instead of controlling everything and talking a lot, you should learn to trust people to listen and to let go. So when you learn these new habits, you will slowly start to work less and have more impact. And that's when you have more impact. That's also when you have more motivation. So that's the second thing I want you to do. So first, work on your purpose, defining your values. Secondly, try to improve yourself by adopting new habits that will serve you in today's fast changing digital times instead of still having the habits of slow times. And so the third thing I want you to do is having more out on A lot of leaders or a lot of people day believe that they have no choice. And when you believe that you have no choice that you have to say yes to that bad decisions that has been imposed on you, or that you have to accept a certain situation, that's when you don't even try to change things. And so I want you to first believe that you can change things. And then I want you to apply the trade method and you will find all about the trade method in episode eight of the podcast. And that will help you to sell things like a pro. Because when you manage to sell things like a pro, that's when you will have more autonomy to do the things that you think are necessary. So what can you do to find your motivation back? Well, first, define your values and find your purpose and then make every decision based on those. Secondly, adopt the habit bits of fast changing digital times and slowly let go of the habits of slow times. That's when you'll have more impact in everything you do, and have mastery. And the third thing I want you to do is to get more autonomy by being able to sell your ideas like a pro. And by being able to believe that you can change things. And that's how you will get your motivation back at work. You don't necessarily have to change work to get your motivation back. Or maybe you might realise that your work is not aligned any more with your true values. And it will give you at least the courage to find a new job. But most people that have worked on these three things and that go to my course, almost every one of them have found their motivation back at their current job without changing their They changed a lot of their habits, and they found their motivation back. Now in my next episode, I will talk about how can you stay relevant in these digital times? Because as you know, lots of things are changing. Maybe your job is getting automated. And you might wonder, but how can I stay relevant in the future? or How can I stay relevant in these fast changing disruptive times? So subscribe to this podcast if you want to receive the next episodes automatically and subscribe if you want to have a meaningful life and organisation.