

# Team Motivation 'Healthcheck' Cards

## What is Motivation?

Motivation is a combination of Desire (to achieve something); Will (to expend energy on it) and Drive (to persist despite setbacks).

## What are the Team Motivation 'Healthcheck' Cards?

How healthy is your team's motivation? Do you know how to increase morale and lead your team towards Peak Performance? Developed by Mindspring for coaches, trainers, managers, leaders and teachers, these unique cards translate the science behind motivation and provide an accessible and pragmatic way to explore and measure a team's motivation.

The pack includes 12 scientifically proven ways of understanding and evaluating a team's motivation, divided into three categories of Direction, Progression and Connection. Written from the perspective of a team member, each card helps you understand how to aim for peak performance. Use in conjunction with the MaPP jotter or as a stand-alone resource.

There are 12 colour coded 'Healthcheck' cards including:

### Blue Cards (Direction):

- Vision
- Purpose
- Contribution
- Route Path

### Yellow Cards (Progression):

- Feedback
- Autonomy
- Challenge
- Strengths

### Green Cards (Connection):

- Support
- Team Spirit
- Appreciation
- Play



## Top Tips for Using the Team Motivation 'Healthcheck' Cards

1. Familiarise yourself with the cards first. On the reverse of each card are six statements that define 'best practice' for this area of motivation. For example: Look at the green 'Support' card. If the team were receiving high levels of Support, they would be able to relate positively to the six statements, including:
  - I receive regular, useful coaching sessions
  - I feel encouraged by my manager
  - I can turn to my manager for help
  - I am supported by team members
  - I feel listened to
  - People ask more than tell here.
2. In a general discussion about team motivation, engagement and goal setting, lay out the 12 cards and go through each of them as a means for understanding and accelerating motivation;
3. Alternatively, give the cards to the team and allow them to go through the cards themselves. This offers ownership and autonomy. Lead a discussion about levels of motivation within the team;
4. Explain that there is a difference between 'Direction' in motivation (setting a vision and developing a route path); Progression (making progress) and Connection (forging deeper connections with the team) in motivation. Use these differences to inspire a deeper conversation about motivation;
5. Use one motivation card per month with the team. Decide as a team how to increase levels of this factor across the team in as many ways as possible;
6. Lay out the cards and ask each team member to pick one that appeals to them or resonates with them. Ask someone to talk about their chosen factor and to offer ideas to strengthen it. Ask the rest of the group to join in and write all ideas on the flipchart. Choose an idea that you think is practical and that will give a quick win. Just do it!
7. Shuffle the MaPP cards and hand one to each person. Ask each person to come to the next team meeting with practical ideas on how to strengthen this factor. Ideas can come from best practice in other areas of the company, ideas found in books, through the internet, or personal experience;
8. Ask each team member to pick a card and then to give feedback to another person about how they see him or her using this factor effectively;
9. Use the cards as a reminder to yourself – the factor you are going to concentrate on today/this week as the team manager or leader;
10. If you are using the cards in conjunction with the MaPP jotter, ask the team to choose their highest and lowest motivation area identified on the jotter and decide on three strategies for maintaining and increasing motivation strengths and development areas.

