

The MaPP Jotter

(Motivation & Peak Performance)

What is it?

The MaPP Jotter details Mindspring's unique Motivation model that has helped 100's of managers and leaders understand, simply, how to lead a motivated team. The Jotter specifies the (evidence-based) 12 factors that we know drive motivation and peak performance, and the 12 factors are grouped under the categories of Direction, Progression and Connection. The reverse side enables you to evidence how each of these factors can be improved. Ideally used in conjunction with the Team Motivation Healthcheck cards but can also be used as a stand-alone worksheet. At the end of the session, tear off the sheet and your client/s get to take away a professional, personalised handout.

Each Jotter includes 25 sheets in one pad.

What are the 12 factors?

Direction: We need to know where we are heading and why (and we need to feel something about it)

Vision:

- Your team understands the vision and what your company aims to achieve
- Team members are optimistic about the future

Purpose:

- The team is proud of what your company does for its clients
- The team believe that their team matters and makes a difference

Contribution:

- Team members know how they add value
- The team wants to give their best

Route Path:

- Team members have clear objectives
- The team knows what to do next and can achieve it

Progression: We need to know we're getting better, each and every day

Feedback:

- Team members get regular feedback and give feedback to each other
- The team believes they can be honest with each other



Autonomy:

- Team members are given responsibility
- The team believes their voice is heard

Challenge:

- Team members have stimulating opportunities to advance
- Learning is important to the team and is actively talked about

Strengths:

- Team members' strengths are recognised and valued
- The team has opportunities to develop further strengths

Connection: We need to know that we're not alone and are appreciated for our efforts

Support:

- The team feel encouraged by and are coached by you
- Team members can turn to each other for support

Team Spirit:

- The team like collaborating and are a great team
- Team members look out for each other and share the same goals

Appreciation:

- Team members feel appreciated for the work they do
- The team are rewarded for their efforts

Play:

- Team members say they have fun and there's a lot of laughter
- The team knows that success and achievement is celebrated

How to use the Jotter:

Use the front of the jotter to work through each of the 12 factors and think how each factor is put into practice. Then use the reverse side of the jotter to shade in the level.

Take the highest and the lowest rated factors:

- What do you currently do to address this factor?
- How can you increase your team's motivation?
- What action will you take? When?

Use the jotter with your team – ask them to rate how each factor is addressed and shade the reverse side.

- What are the team's highest and lowest rated factors?
- Which factors do they want addresses immediately?
- What actions can they take to increase their own motivation?
- What can you do to increase motivation?

