

Skill Focus: Motivation

*MAN-FMMS-1

Standard: 1 Demonstrate employability skills required by business and industry.

- 1.1 Communicate effectively through writing, speaking, listening, reading, and interpersonal abilities.
- 1.2 Demonstrate creativity by asking challenging questions and applying innovative procedures and methods
- 1.3 Exhibit critical thinking and problem-solving skills to locate, analyze and apply information in career planning and employment situations.
- 1.4 Model work readiness traits required for success in the workplace including integrity, honesty, accountability, punctuality, time management, and respect for diversity.

*Georgia Department of Education All Rights Reserved Manufacturing Career Cluster

This lesson offers three-time sequences for instructional delivery: 15 minutes; 30 minutes; or 55 minutes.

15 minutes Lesson Plan (Resources needed: Motivation video, notecards)

Objectives

TLW Explain the role of motivation in the successful employee

TLW Discuss types of motivation as they relate to employability skills

Instruction

1. Begin the lesson by asking the question, what motivates you to complete an assignment? Is it an intrinsic or extrinsic reward? (large group discussion)
2. Introduce the video by saying, in this short video, we are going to learn how motivation can benefit us as employees. Watch a Motivation Video found on [Sector Employability Skills - YouTube](#). A list of 7 specific videos that are each 2 minutes in length is found on the Resources Page of this Lesson Plan Packet.
3. After the students watch the video(s) on motivation, have students form two circles, one inside the other. The students will face each other in circles and pair up with the person they are facing. The teacher asks the students to discuss, “How can you use your motivations to be a successful employee?” Students will have one minute to discuss their motivations with a partner before calling time. Students will write their findings on a notecard. The teacher will then direct the students in the inside circle to spin 5 people to their left. This gives them a different partner. Students will have one minute to discuss their motivations with a new partner. The teacher can continue spinning the two circles as many times as needed to ensure a healthy discussion.
4. Students return to their desks
5. Return to the question “How can you use your motivations to be a successful employee?” and lead a large group discussion with students sharing their answers to the question.

Skill Focus: Motivation

30 minutes Lesson Plan

(Resources needed: Motivation video, notecards, 15 Examples of Motivation at a Workplace article excerpts: *Why is Motivation Important in a Workplace?* and 15 Signs Your Employees Are Motivated and 7 Signs Employee Motivation Is Lacking)

Objectives

TLW Explain the role of motivation in the successful employee

TLW Discuss types of motivation as they relate to employability skills

TLW Describe a workplace environment that has motivated employees

TLW Demonstrate the attributes of a motivated/non-motivated employee

Instruction

1. Begin the lesson by asking, “what motivates you to complete an assignment? Is it an intrinsic or extrinsic reward?” Explain (large group discussion).
2. Introduce the video by saying, “in this short video, we are going to learn how motivation can benefit us as employees.” Watch a Motivation Video found on [Sector Employability Skills - YouTube](#). A list of 7 specific videos that are each 2 minutes in length is found on the Resources Page of this Lesson Plan Packet.
3. After the students watch the video(s) on motivation, have students form two circles, one inside the other. The students will face each other in circles and pair up with the person they are facing. Ask the students to discuss, “How can you use your motivations to be a successful employee?” Students will have one minute to discuss their motivations with a partner before calling time. Students will write their findings on a notecard. Direct the students in the inside circle to spin 5 people to their left. This gives them a different partner. Students will have one minute to discuss their motivations with a partner. Continue spinning the two circles as many times as needed to ensure a healthy discussion.
4. Have students return to their desks
5. Return to the question “How can you use your motivations to be a successful employee?” and lead a large group discussion with students sharing their answers to the question.
6. Display the *Why is Motivation Important in a Workplace?* (SixAds)
7. After reviewing the information, students discuss these findings with an elbow partner.
8. Assign partners for a duologue activity.
9. From the reading, *15 Examples of Motivation at a Workplace*, print and cut out the 15 signs employees are motivated and the 7 signs that employee motivation is lacking. Each partnership will be given one of these descriptors and they will play the role of a supervisor and an employee in a conversation dialogue that demonstrates how these descriptors would be in a workplace environment.
10. Ask for volunteers to share their duologue.
11. Finish the lesson with a brief discussion on duologue activity discussions.

Skill Focus: Motivation

55 minutes Lesson Plan

(Resources needed: Motivation video, notecards, *15 Examples of Motivation at a Workplace* article excerpts: *Why is Motivation Important in a Workplace?* and *15 Signs Your Employees Are Motivated* and *7 Signs Employee Motivation Is Lacking*; and RAFT assignment)

Objectives

TLW Explain the role of motivation in the successful employee

TLW Discuss types of motivation as they relate to employability skills

TLW Describe a workplace environment that has motivated employees

TLW Demonstrate the attributes of a motivated/non-motivated employee

TLW Create a Job Ad for a job that describes a motivating work environment for him/her/them

Instruction

1. Begin the lesson by asking, “what motivates you to complete an assignment? Is it an intrinsic or extrinsic reward?” Explain (large group discussion).
2. Introduce the video by saying, “in this short video, we are going to learn how motivation can benefit us as employees.” Watch a Motivation Video found on [Sector Employability Skills - YouTube](#). A list of specific videos is found on the Resources Page of this Lesson Plan Packet.
3. After the video(s), have students form two circles, one inside the other. The students will face each other in circles and pair up with the person they are facing. Ask the students to discuss, “How can you use your motivations to be a successful employee?” Students will have one minute to discuss their motivations with a partner before calling time. Students will write their findings on a notecard. Direct the students in the inside circle to spin 5 people to their left. This gives them a different partner. Students will have one minute to discuss their motivations with a partner. Continue spinning the two circles as many times as needed to ensure a healthy discussion. Then, have students return to their desks
4. Return to the question “How can you use your motivations to be a successful employee?” and lead a large group discussion with students sharing their answers to the question.
5. Display the *Why is Motivation Important in a Workplace?* (SixAds) and after reviewing the information, students discuss these findings with an elbow partner.
6. Assign partners for a duologue activity.
7. From the reading, *15 Examples of Motivation at a Workplace*, print and cut out the 15 signs employees are motivated and the 7 signs that employee motivation is lacking. Each partnership will be given one of these descriptors and they will play the role of a supervisor and an employee in a conversation dialogue that demonstrates how these descriptors would be in a workplace environment.
8. Ask for volunteers to share their duologue.
9. Introduce a Role-Audience-Format-Topic (RAFT) for students to create a Job Advertisement for a motivating workplace. Upon completion the teacher can share a few completed RAFTs.

Resources

Lesson Plan(s)

PowerPoint

Videos: [Sector Employability Skills - YouTube](#)

CURIOSITY VIDEO LINKS	EMPLOYABILITY SKILLS DEMONSTRATED IN EACH VIDEO
ORGANIZATION MOTIVATION CHESTATEE ZF 21	MOTIVATION, ORGANIZATION, CONTINUOUS IMPROVMENT
MOTIVATION FRANKLIN LindeWiemann 21	MOTIVATION, PUNCUALITY, TEAMWORK, RELIABILITY
EXCEEDING EXPECTATIONS LUMPKIN STRUXURE 21	MOTIVATION, EXCEEDING EXPECTATIONS
MOTIVATION FORSYTHW MO 21	MOTIVATION
RELATIONSHIPS MATTER LUMPKIN LCFIRE 21	MOTIVATION, RELATIONSHIPS MATTER
MOTIVATIONCURIOSITY FORSYTHS GW AutomationDirect 21	CURIOSITY, DESIRE TO LEARN, MOTIVATION
CURIOSITYDESIRETOLEARNMOTIVATION HABERSHAM Scovill 21	CURIOSITY, DESIRE TO LEARN, MOTIVATION

Reading Passage Links

[15 Examples of Motivation at a Workplace](#)

Kristina. (2021). [15 Motivation Examples at Workplace + How to Motivate - sixads.](#)
SixAds. Retrieved April 26, 2022.

Activities

Why is Motivation Important in a Workplace? (SixAds)

- **High productivity levels** – Engaged and motivated employees are around 43% more productive than unmotivated individuals.
- **More innovation** – Research has found motivated employees are more creative and are more confident when sharing ideas for business improvement.
- **Higher profits** – Businesses with “higher than average” employee motivation and engagement benefit from 27% higher profits, 50% more sales, and 50% improved customer loyalty.
- **Lower levels of absenteeism** – Studies found highly engaged work teams realize a 41% reduction in absenteeism.
- **Lower staff turnover** – A survey of over 50,000 employees found motivated team members are 87% less likely to leave a company... That’s five times lower than unengaged individuals!
- **Greater business reputation** – When staff members are happy, fulfilled, and highly motivated, they will be driven to provide a better customer experience and spread the word about how great your company is.
- **Stronger recruitment capabilities** – Companies with low staff turnover and an excellent reputation are a far more attractive prospect for job seekers, allowing you to pick the very best candidates.

Kristina. (2021). [15 Motivation Examples at Workplace + How to Motivate - sixads.](#)
SixAds. Retrieved April 26, 2022.

15 signs your employees are motivated

1. They're smiling
2. They show up to work early or are willing to stay later.
3. They take initiative
4. They are not afraid to challenge management.
5. There's evidence of teamwork and comradery.
6. They participate in after-hour work events.
7. There's minimum absenteeism or responsibility avoidance.
8. They seek feedback and self-improvement.
9. They look for opportunities to learn.
10. They volunteer for challenging assignments
11. Their energy levels are high.
12. They keep their work areas tidy.
13. They don't waste company resources.
14. They provide feedback.
15. They customize their positions.

7 signs employee motivation is lacking

1. They're frequently late or slow to start work
2. Their attitude towards their co-workers has changed, or they're not engaging with colleagues
3. There's an increase in absenteeism
4. They're unfocused and/or distant
5. They're noticed making inappropriate or negative comments
6. They're not engaging in team meetings
7. They are reluctant to take on extra responsibility in the workplace

Kristina. (2021). [15 Motivation Examples at Workplace + How to Motivate - sixads.](#)
SixAds. Retrieved April 26, 2022.

RAFT

Role: Who am I as the author of this writing?

Audience: Who is my audience that will read this writing?

Format: What format should I use?

Topic: What is my topic?

Role	Audience	Format	Topic
Job Seeker	Future Employer	Job Ad	Describing a workplace environment that would be motivating

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