

The goals and objectives below are meant to serve as a guide for individuals or groups working with the Fair Shake Reentry Packet; please adjust as needed according to your group or individual needs.

## Goals and Objectives:

The goals and objectives of this section are to provide motivational ideas and suggestions that will assist participants with their transition back into society. The participants will have a full understanding why it is necessary to be able to motivate themselves.

Ask students to define motivation. Write their responses on the board, then read the text from the Reentry Packet and combine the definitions into a single concept. After the group has agreed on a working definition of motivation, begin a discussion on the role of motivation. Be sure to clearly explain the difference between Intrinsic and Extrinsic motivation.

*From the Oxford University Press:*

### **INTRINSIC MOTIVATION**

*An incentive to do something that arises from factors within the individual, such as a need to feel useful or to seek self-actualization.*

### **EXTRINSIC MOTIVATION**

*An incentive to do something that arises from factors outside the individual, such as rewards or penalties. The promise of a bonus if one meets agreed performance targets is an obvious example of such motivation.*

## Questions:

What is your personal definition of motivation?

Is it feasible for a person to be both intrinsically and extrinsically motivated at the same time?

## Select Discussion Points (the group should decide):

**Discussion Points:** The following discussion points correlate with the Motivation Tips document in the Reentry Packet. We suggest reading Motivation Tips and then refer to the corresponding discussion point shared below or one that the group has agreed on.

1. Decision-making starts with seeing a situation clearly and knowing what you want. It gives you impetus and direction. Seeing the situation clearly gives you the perspective you need to determine where you are, plan where you want to go and figure out how you will get there. When you create your plan be meticulous, and be sure to include the hurdles because they will be there! Expect the unexpected. The more detailed your plans are, the greater the possibility of accomplishing your goals. Likelihood of success is motivating!



2. Effective people make plans, not excuses. Count on discouraging events; they will happen. See your hurdles...see paths through them and know you will be stronger and more capable after you get over them! Where one person may wish to give up their power by blaming others, fate, circumstances or even God, an effective person becomes more powerful and more capable because they learn from every challenge. When you're stuck, think of at least 3 ways you can get unstuck.
3. Procrastination is a slayer of dreams. What are you waiting for? The most effective way to overcome bad habits is to replace them with good ones. If you're not progressing towards your goals, you're either regressing or stagnant, which is counter-productive and leaves no room for success. Replace procrastination with action steps toward your goals.
4. Attempting to do too much at once can almost be the same as not doing anything at all; we can get frustrated and overwhelmed and end up doing our work poorly...which is demotivating. A task may seem overwhelming when viewed in its totality, however when it's broken into parts it becomes manageable, which relieves pressure and allows for a systematic approach to carrying out the task out completely.
5. For most people, creative and committed energy levels usually peak by early afternoon. Tackling the more undesirable tasks when your energy level is high makes them less difficult. As your energy level begins to decline later in the day you can pursue more pleasant activities that will re-energize you.
6. Self-discipline is one of the most important keys to success. Without it you will find yourself continuously straying from your path, making it more difficult to reach your intended destination. Self-discipline is among your most effective tools; learn to use it!
7. *The journey of a thousand miles begins with one step.* ~ Lao Tzu. People sometimes procrastinate on starting things because they feel overwhelmed before they begin. The fear of failure, and also the fear of success, are sneaky, self-defeating feelings that can destroy hopes and dreams. Good habits start with intentional repetition and at some point switch over to 'how you do things'. Let continuous progress toward your goals, no matter how small, become 'how you do things'.
8. Rewarding yourself is important. It's your acknowledgment of progress made, which inspires further progression. It's important, however, to keep things in perspective. Celebrate your accomplishments! And use that great feeling to take the next steps toward your ultimate goal.



9. The mind is constantly at work. If you do not maintain a balance of concerted effort with enjoyable stress-relieving activities, enthusiasm and motivation for the things you need to do can taper off. Be sure to add exercise, meditation, relaxation or book-reading time into your schedule so that you can maintain your enthusiasm and motivation where it is needed most.
10. Keeping your end goal in mind also keeps things in perspective. The most daunting task becomes a reasonable task - and may even be embraced - because it becomes the means to the end (success!) instead of appearing to be an end itself.
11. Share your goals with someone who will encourage you and hold you accountable. They can support you! They can ask how you're doing and show genuine interest. These are extrinsic and intrinsic motivators: we 'prove' to someone, and we also reflect and feel good about our accomplishments.
12. Taking an objective look at your habits will allow you to see where you may hold yourself back. By taking a big view, you can make adjustments and replace bad habits with good ones that may feel awkward at first, but become second-nature when done often.
13. Every successful person has had to endure something they didn't want to do or experience in order to reach a goal. Consider the challenges as building your character the way hard work and exercise build muscle and stamina!
14. Having a "To Do" list enables you to prioritize and systematically complete the small tasks that lead to the large goal. Seeing your progress is a reward that can motivate you to continue to down the list!

### Motivation Tips Worksheets

**We have taken one of the topics from the Motivation Tips portion of the reentry packet and developed comprehensible worksheets to serve as a guide. The group or individual may use the worksheet provided or develop their own.**

**Circle your answer to the following questions. Identify your answer as Intrinsic or Extrinsic. Can you identify the other possibilities as both Intrinsic and Extrinsic? Discuss. Add more ideas! (Then share them with us so we can share them with others!)**

1. Several people have invited you out to dinner. Which would you choose to go with?
  - a) The most fashionable or good-looking person
  - b) The most interesting person
  - c) The person that cares the most about you
  - d) The smartest person

2. Which feels better to you?
  - a) Helping someone because you will be rewarded
  - b) Helping someone because that person needs your help
  - c) Helping someone because you know you will enjoy feeling connected to them
  
3. What is more important to your decision-making?
  - a) How the decision will look to others
  - b) What the decision means to your life
  - c) If the decision meets your role requirements as a citizen, parent, employee, spouse, sibling, child, etc.
  
4. You have several job offers. Which would you choose?
  - a) The one that pays the most
  - b) The one that you really love doing, but pays less
  - c) The one that offers opportunities to move up or grow in both the organization and yourself
  - d) The one that has the most time off
  
5. In general what is more important to you?
  - a) Competition
  - b) Having fun
  - c) Feeling like you have power over your destiny.

**Participants should be given 15 minutes to answer the questions. The facilitator will then ask for volunteers to share at least one of their answers and openly discuss whether it is Intrinsic or Extrinsic or both.**