

Leadercast

**shift**



# The Motivation Code

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*Founder of the Accidental Creative | Author*

**Three things make up great work:** skill, experience, and motivation. If you take away any of these traits, we produce grind work, poor work, or immature work. But here's the problem: we can teach skill and we can provide experience, but we cannot manufacture motivation.

If we pause to acknowledge and examine the moments when our team members were most engaged with their work, we can unlock something meaningful about what truly drives them.

While we've always been told about extrinsic and intrinsic motivators, our motivations are truly unique to us. It's up to us, as leaders, to recognize our motivations and use them to the advantage of the team. And, it's up to us to see the motivations in others to help fuel them to bring their best to work every day.

## Main Points

In order to be successful, we have to have the skills to do the task, experience to know what tasks should be done, and the motivation to see the task to successful completion.

As leaders, we need to understand what fundamentally drives our team. (The Motivation Code helps us understand the six different motivation families: visionaries, achievers, team players, learners, optimizers, and key contributors.)

Always dig deeper with your team and ask specific questions to help you better understand their motivations and how you can connect with them and inspire them to always bring their best work forward.

“[Your] motivation code [is] the unique, sustained, unchanging drive that is the source of your deepest engagement.”