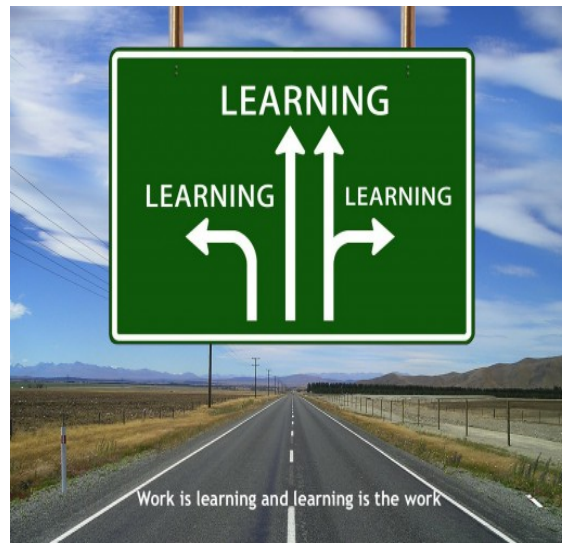**Reflective questions:**

- How have you used any motivational language over the last couple of weeks?

- What leadership styles have you mostly used with other team members and for what reason?

- Are you task or consideration orientated? Give examples.

Neuro & Mindful Leadership – Think & Act Like A Leader

The power of language in motivation

Reinforcing Heron style preference to increase your leadership potential

"The art of communication is the language of leadership"
James Humes

Six styles of facilitation

(After John Heron)

DIRECTIVE

MANAGER leads

Task orientated

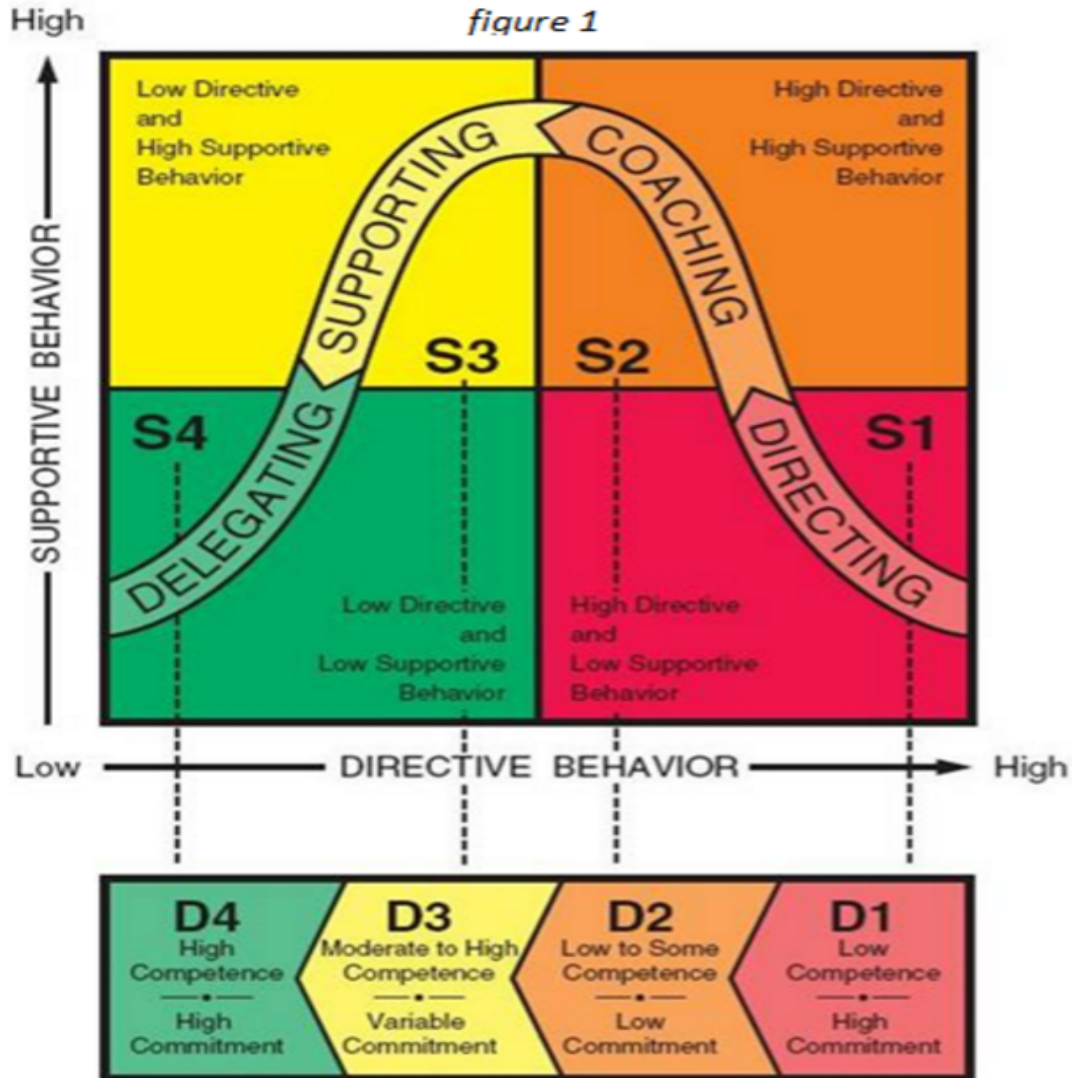IN – Informing

PR – Directing

CO - Confronting

PUSH

PULL

CT – Enabling

SU - Supporting

CL - Releasing

FACILITATIVE

Manager helps
DELEGATE to lead
Consideration orientated

figure 1

	Hot Buttons	Opportunities for Manager	Opportunities for Self
Searcher	Meaning & Make a Difference	Praise & Regular Feedback	Demand Quality Feedback
Spirit	Freedom & Independence	Autonomy & Empowerment	Renew your vision
Creator	Innovation & Change	Rewards for innovation	Problem solve through innovation
Expert	Expertise & Mastery	Training & Development	Seek training & learning
Builder	Money & Material Satisfaction	£££'s & Material Perks	Re-set your goals
Director	Power & Influence	Responsibility & Influence	Request more responsibility
Star	Recognition & Respect	Awards & Status	Work on visibility
Friend	Belonging & Friendship	Support & Involvement	Be a friend
Defender	Security & Predictability	Communications & Continuity	Seek clarification

Motivational Language

- Leaders need to foster, allow, and encourage other people to find some kind of personal meaning, so that others feel motivated

- The role of language in leadership; is to reduce the level of uncertainty and to motivate individual fulfillment

- When employees encounter meaning and bonding through work, they are likely to keep focused and motivated

- The role of language is to facilitate the communication that leads to task and consideration orientation language

Team Data Table

Top Motivator		
Second Motivator		
Third Motivator		
Lowest Motivator		

Name		Searcher	Spirit	Expert	Creator	Builder	Director	Friend	Defender	Star
Lorraine	Warne	26	24	16	23	22	20	21	15	13
David	Russell	30	23	32	20	20	17	13	11	14
Eddie	Halls	23	18	32	20	23	16	13	16	19
Mandy	Williams	28	17	34	27	21	10	19	13	11
Claire	Davis	29	15	26	24	14	19	19	21	13
S	SG	28	27	24	23	13	17	17	19	12
Dave	Rich	26	21	16	15	24	15	15	26	22
Graham	Wylie	25	29	12	10	29	20	25	11	19
Tommaso	Busolo	30	21	16	27	16	22	18	10	20
Manny	Corpas	21	27	20	29	10	21	9	10	33
Orsolya	Ihasz	23	26	20	18	12	19	19	34	9
Total		289	248	248	236	204	196	188	186	185

The Key Issue For Each Motivator in a Work Context. These are the questions they will be asking themselves

- Meaning & Making a Difference   How do I know I will make a difference?
- Innovation & Change   How do I know I'll be able to make changes?
- Freedom & Independence   How do I know I will be able to prioritise?
- Power & Influence   How do I know I'll be in control?
- Money & Material satisfaction   How do I know I'll make money?
- Expertise & Mastery   How do I know I'll be an expert?
- Belonging & Friendship   How do I know you will be there for me?
- Security & Predictability   How do I know this will work?
- Recognition & Respect   How do I know I'll be recognised?

Remember all motivators are good motivators – there are no bad motivators.