

Motivating Futures

Channelling your motivation to help you thrive in a changing world of work

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Institute *for the*
Future of Work



Session outline

Time	Session
00:00 – 00:05	Introduction
00:05 – 00:20	Session 1 – Neuroplasticity and Growth Mindset
00:20 – 00:35	Session 2 – Motivation Mapping
00:35 – 00:55	Session 3 – Values Reflection
55:00 – 60:00	Wrap-up

What is this session about?

The EY Foundation has recently completed some research with the Institute for the Future of Work focused on **helping young people access better jobs**.

This session is about using **expert findings** from that work. Research led, it has three parts:

- **Neuroplasticity and Growth Mindset**
- **Motivation Mapping**
- **Values Reflection**

Each of these is carefully designed to help you when it comes to applying for jobs.

Most importantly, this is an introduction – what really matters is **how you continue** with these habits after today.



Neuroplasticity and Growth mindset

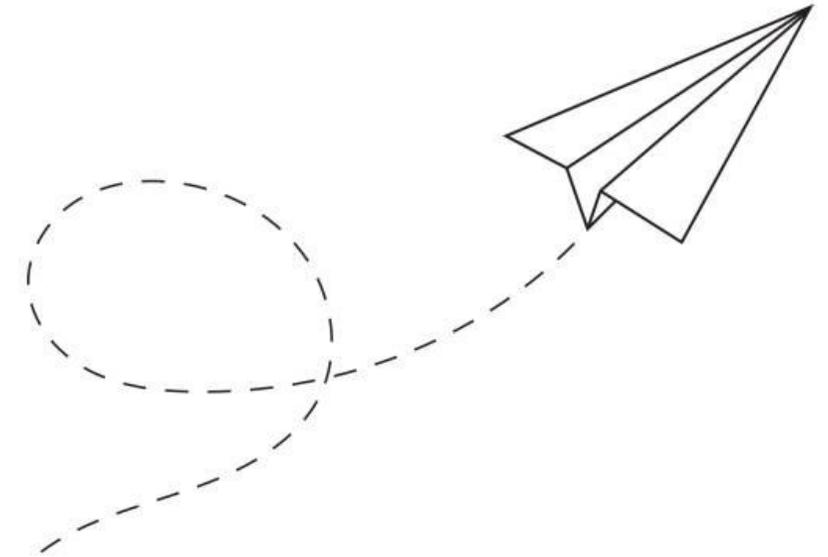
01

Why are we looking at this?

Research tells us that understanding neuroplasticity and the ‘growth mindset’ empowers us to take charge of our brain health, helping us to:

- **Become more capable**
- **Feel better about ourselves**
- **Be more motivated** about a wider range of things.

This is a vital foundation for thinking about being ‘future ready’ as we come to apply for jobs.

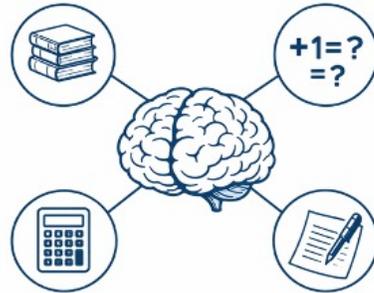


Your brain, the pathway to a stronger you...

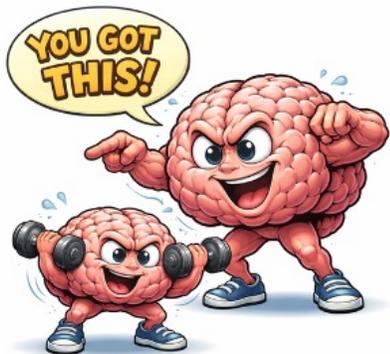
1) **Your brain is made up of billions of pathways.** When we learn new things, we make these pathways stronger, a bit like building a muscle.



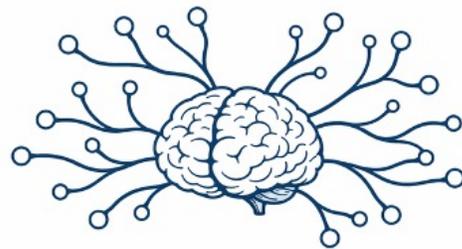
2) These pathways represent **your habits, knowledge, and skills**, which we can develop over time.



3) **Stronger connections make our brain smarter.** The more we travel a particular path, the more established it becomes. This is **neuroplasticity**.



4) When you use your brain, it **grows healthier and gets smarter**. It's not fixed. It can reorganise itself by forming new pathways.

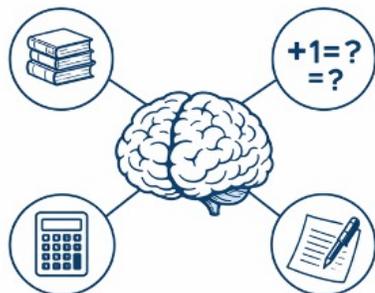


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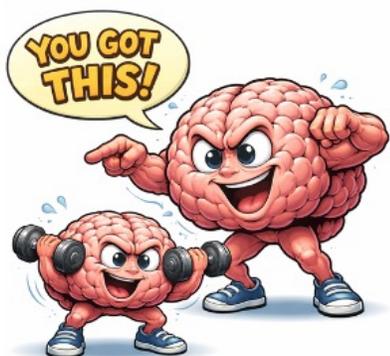
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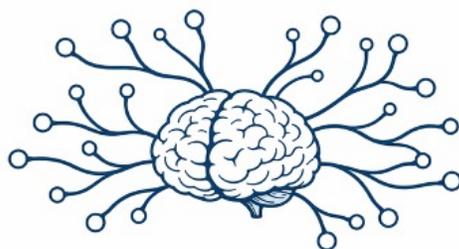
Reflection – how is your own ‘growth mindset’?

Focus on **habits, skills and knowledge** that you would like to improve.

3) **Stronger connections make our brain smarter.** The more we travel a particular path, the more established it becomes. This is **neuroplasticity**.



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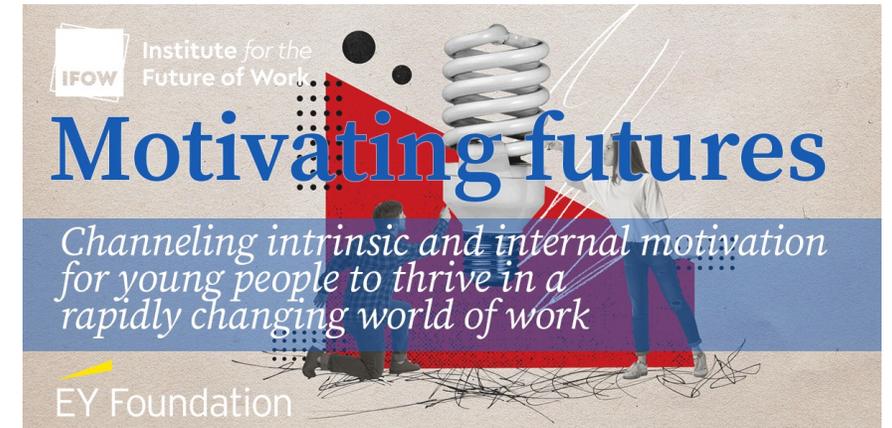
Motivation mapping

02

Why are we looking at this?

Research that EYF and IFOW have done has shown that our **motivations** are increasingly important in this rapidly-changing world of work.

- **Intrinsic and internal motivation is about doing things because you really enjoy them** (not because you might get a reward, or might get told off if you don't)
- **Creativity, initiative, collaboration and resilience** are becoming more important when AI and automation are changing work so quickly.
- **People show these traits when they are more 'intrinsically' or 'internally' motivated about their work.** This means that having these types of motivation will really help people access more rewarding jobs.



Mapping our motivations...

What energises me when I think about my future career, and why...

Note: This is something related to your work in the future that gives leaves you feeling energetic and upbeat.

Take your time.

There's no 'right' answers.

As we go through this, we'll be thinking about connecting this to your future of work...

Mapping our motivations...

The things I *really* love doing, and get so into I forget everything else and lose track of time is, and why...

Note: What three things you would do without any payment or reward? Think of something where you get lost in the moment and lose track of time, or where you feel excited, or content.

Take your time.

There's no 'right' answers.

As we go through this, we'll be thinking about connecting this to your future of work...

Mapping our motivations...

The activity I love most of the world, and why...

Note: try to choose something *active* here – like ‘making music’, rather than something *passive* – like ‘listening to music’.

Take your time.

There’s no ‘right’ answers.

As we go through this, we’ll be thinking about connecting this to your future of work...

Mapping our motivations...

The top three things I love about this favourite activity are...

Note: For example, you might find it very peaceful, or pleasantly challenging, or enjoy the people you do it with. Or maybe you enjoy solving problems.

1. _____

2. _____

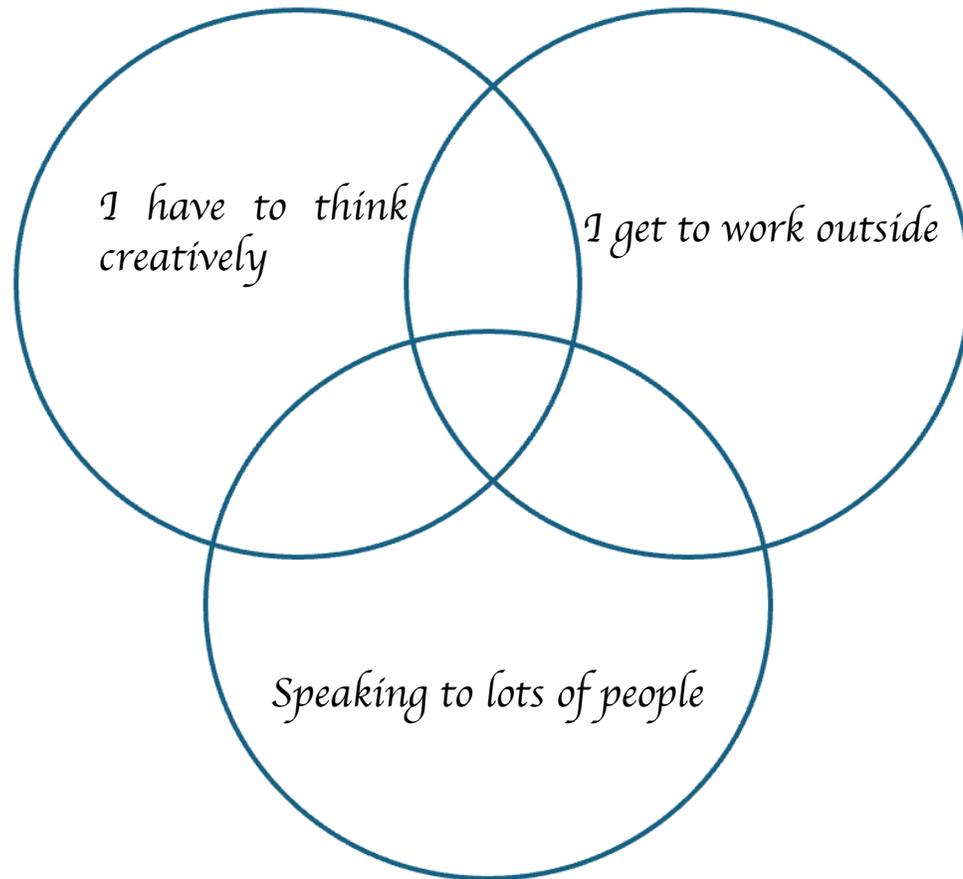
3. _____

Take your time.

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Connecting motivations with being ‘work ready’



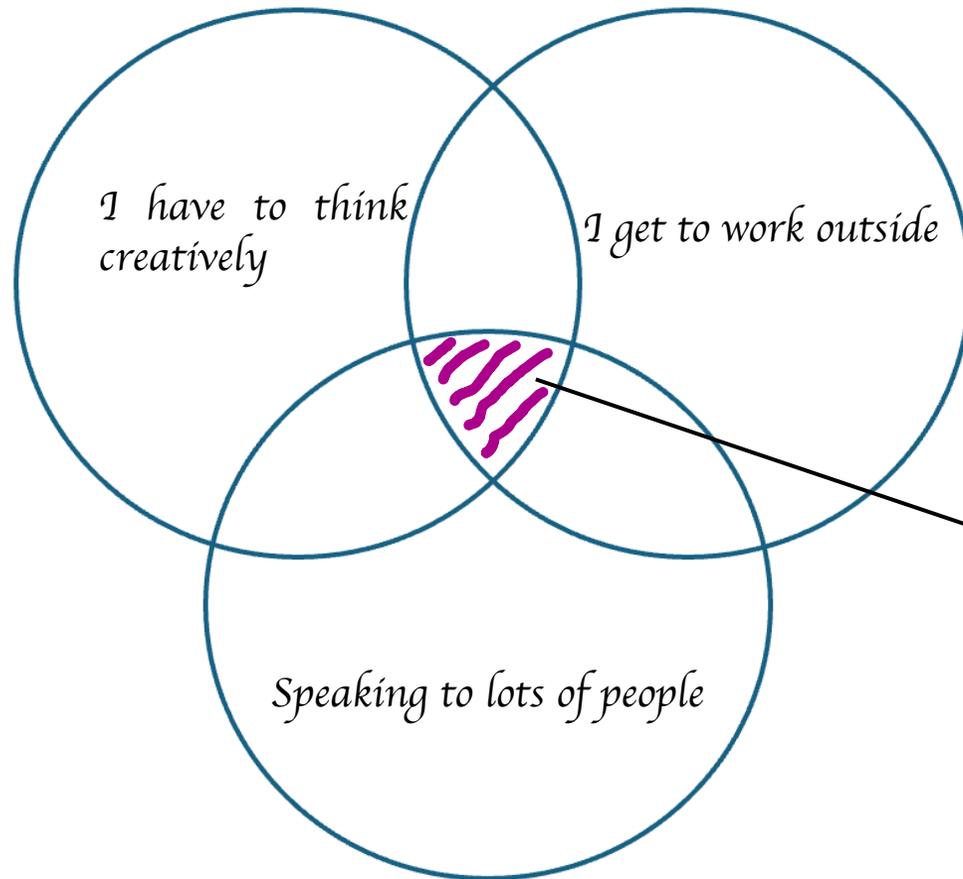
Label each circle with **one** of the things you included in the final pink square.

You will then have the top three things you liked about your favourite activity, one per circle.

Note: For example, you might find it very peaceful, or pleasantly challenging, or enjoy the people you do it with. Or maybe you enjoy solving problems.

1. *I have to think creatively*
2. *Speaking to lots of people*
3. *I get to work outside*

Connecting motivations with being ‘work ready’



Label each circle with **one** of the things you included in the final purple square.

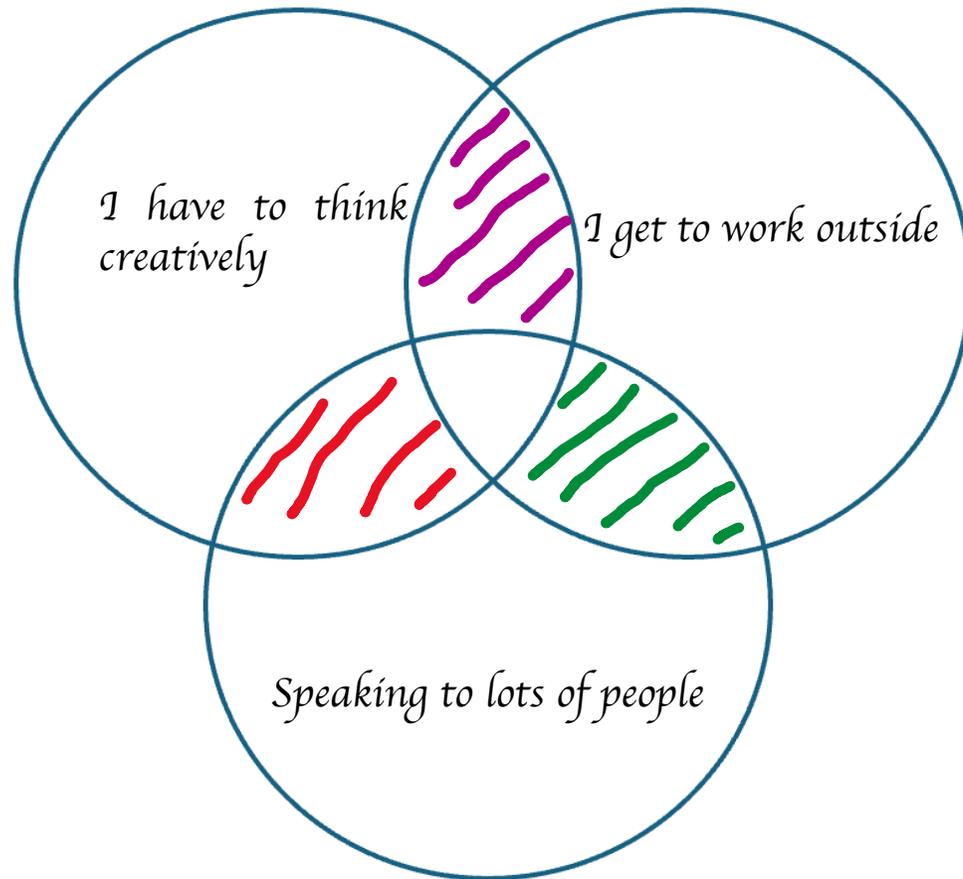
You will then have the top three things you liked about your favourite activity, one per circle.

Now fill in the box with jobs that might fit the **‘sweet spot’ of your motivations.**

If you need help thinking of these, just ask.

List your options here.

Connecting motivations with being ‘work ready’



Label each circle with **one** of the things you included in the final purple square.

You will then have the top three things you liked about your favourite activity, one per circle.

Now fill in the box with jobs that might fit the **‘sweet spot’ of your motivations**.

If you need help thinking of these, just ask.

Finally, think about placing other **jobs** that might not hit all three things, but sit at **intersections**, where they fit best.

If the jobs you thought of **don’t** fit with the things that motivate you, can you think of jobs that **do**?

Reflecting on values

03

Why are we looking at this?

With practice, **with a growth mindset** we can develop habits, knowledge and skills and **become more capable**.

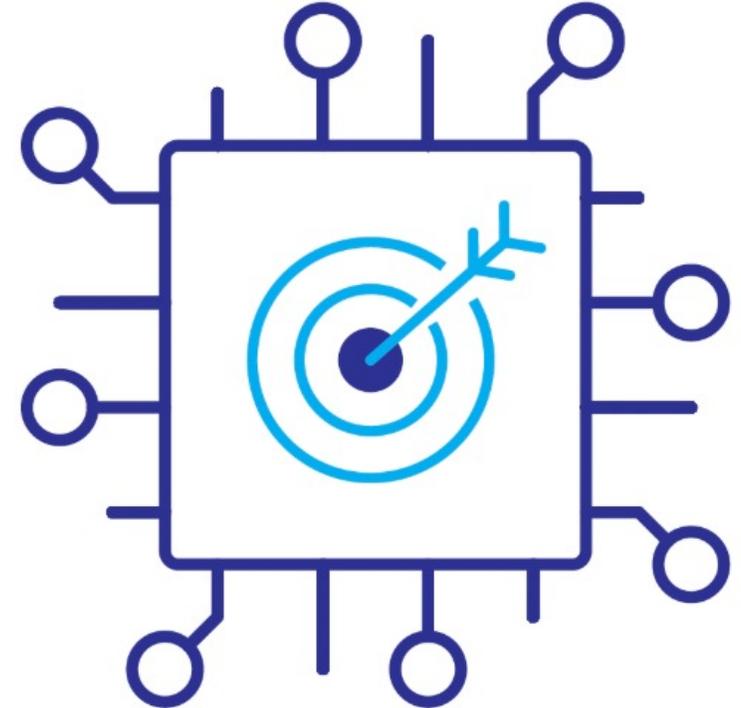
Reflecting on what motivates us can help us home in on **what we'd really like to do in the future**.

We are now going to connect this to our **values**.

Why? Research tells us that, if we can pull all these **three** things together, we're much more likely to be

- **happier**
- **enjoy our work**
- **be healthier and more resilient to challenges.**

In short, we'll **be more ready** for whatever the future holds.



Looking back...

Take your time.

It would be great if you were able to share with others why you've chosen each one, but there's no pressure.

In my life so far, I felt proudest of myself when...

In my life so far, I felt most content when...

In the last year, my happiest moment was...

Could you explain to someone what made these moments so special?

Thinking about the present

Circle the **3 most important** to you and write a few points underneath explaining why they are the most important.

Authenticity Achievement Adventure Authority Autonomy Balance
Beauty Boldness Compassion Challenge Community Competency
Contribution Creativity Curiosity Determination Fairness Friendships
Fun Growth Happiness Honesty Humor Influence Justice Kindness
Knowledge Leadership Learning Love Loyalty Meaningful Work
Openness Optimism Peace Pleasure Recognition Reputation Respect
Responsibility Security Self-Respect Service Spirituality Stability
Success Trustworthiness Wealth Wisdom

The most important values to me are ... because ...

Thinking about the present

Can you write down three ways that your work at school or college will help you move towards what is important to you?

Can you write down three ways this session could help you move towards what is important to you?

Take your time and remember that you can write a mix of things.

There is no right answer and it is deeply personal.

Maybe school or college does allow you to live your values - maybe it doesn't. This is a chance for you to write in specific ways how and why.

Thinking about the future

My future career will allow me to live my values because...



This is for you to think about how your **values** will fit with your **future career**.

If you would like help filling these in, please do ask.

What next?

**How can you use your
motivations to become
'future ready'?**

04

Becoming ‘planful’

In the next 5 years, what is the number 1 thing you want to achieve?

If your lifetime, what is the number 1 thing you want to achieve?

‘Planfulness’ is the habit of spending time actively thinking about your future. It works.

“Spending just 30 minutes turning your life story into a short, written plan made young people more confident and proactive about their next career steps.”

Taking action

Today

This week

This month

This is about moving from thinking to acting.
What's one action you could take to act on a better future, today... this week... this month?

And finally... this is just the beginning

Identifying with what we do... caring about it... aligning it with what we really care about... matters.

Research is clear: if you can combine these things, and develop them as habits, you really can see significant positive changes to your prospects.

Remember: today's session is **just the beginning.**

Closing thoughts / questions

Remember:

Your beliefs become your thoughts, your thoughts become your words, your words become your actions, your actions become your habits, your habits become your values, and your values become your destiny.

Mahatma Gandhi - leader, revolutionary and guru.

