



# THE #1 WAY TO MOTIVATE ADULTS



## In this webinar you will:

- Discover what works and what doesn't work to motivate adult learners
- Examine how rewards, recognition, and approval can tap into intrinsic motivation
- Discuss one size doesn't fit all—but fits most—and why that matters

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## Becky Pike Pluth

CSP, M.Ed., MPCT

Becky Pike Pluth is not your typical speaker. Over the past 18 years, Becky has designed and delivered more than 5,000 interactive webinars on a variety of topics including sales, customer service, train-the-trainer, performance consulting, and virtual presentation skills. Her in-person sessions at Training Magazine and Association for Talent Development (ATD) conferences have drawn standing-room-only audiences for the last fourteen years. She regularly has more than 2,000 registrants for her free webinars for The Bob Pike Group and Training Magazine Network. With more than 24 years of experience in training delivery and design and business operations, she has been the owner of The Bob Pike Group for the past eight years. She also is the author of *Creative Training: A Train-the-Trainer Field Guide*, *101 Movie Clips that Teach and Train* and nine other influential books and resources.



In designing these interactive webinar tools, Becky has utilized sustainable change and adult learning principles. These methods are practical, repeatable, and highly effective. A trained educator, Becky expanded into corporate training after completing her master's degree in teaching and learning. She also is a Certified Speaking Professional through the National Speakers Association.

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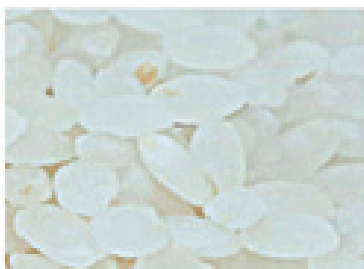
# Hooikaika Ho'omau – Motivate and stick with it and never give up!



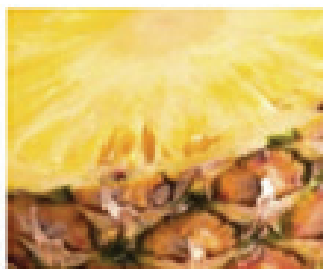
# Luau – Guess What? Picture Quiz



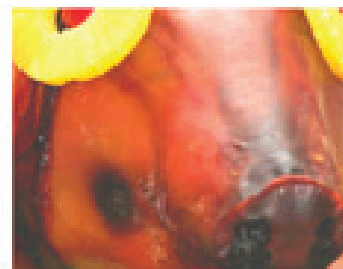
**Directions:** Identify the items that are part of a Luau Feast.  
The first to get them all correct wins.



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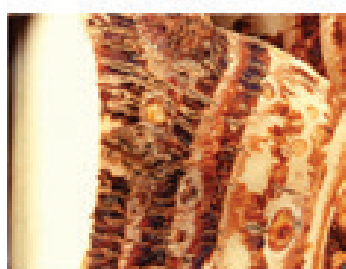
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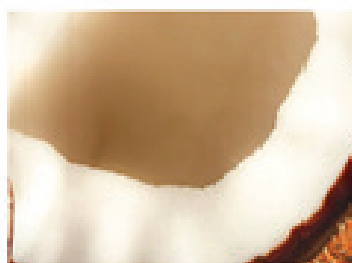
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# Motivating or Demotivating?

Motivating
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Demotivating
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## Motivating or Demotivating.

If you think it is Motivating place a ✓. Demotivating an X

- 1. Creating a safe environment in the classroom
- 2. Tolerate poor performance
- 3. Ensure 100% participation
- 4. Invest time up front to address the elephant in the room
- 5. Recognize achievements
- 6. Praise when participants ask questions with "Great questions..."
- 7. Assign pre-work and also provide time during class to not leave anyone out
- 8. When training move on from a topic when a 70% of the class is ready
- 9. Don't apologize for what they may not notice (forgetting to bring table tools)
- 10. Criticize in a private setting
- 11. Allow participants to create ground rules



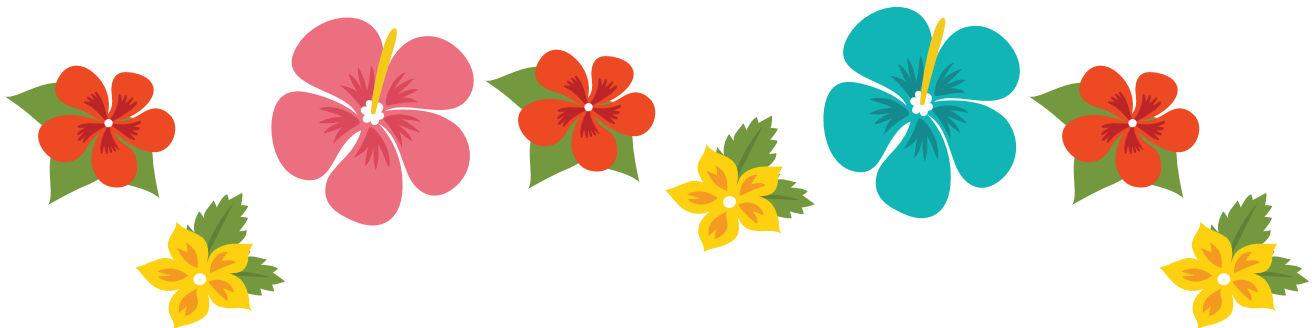
# Emerging Neuroscience of Motivation

Neurotransmitters regulate our motivational behavior. one regulates emotional response for risk-reward processing, another for reinforcement and a third are for memory and a fourth for functions like decision-making.

Intrinsic motivation refers to people’s spontaneous tendencies to be curious and interested, to seek out ways to explore, and to learn even in the absence of Physical (extrinsic) rewards.

Extrinsic motivation refers to motivation that come from outside oneself. Examples include doing something for financial gain, promotion, praise or approval, or to win a competition.

Extrinsic Motivation Ideas		Intrinsic Motivation Ideas
<ul style="list-style-type: none"> <li>• Financial gain</li> <li>• Promotion</li> <li>• Praise</li> <li>• Practice virtual platform tools to get highest scores</li> <li>• Thanking others to follow social rules</li> <li>• Gaining a bonus</li> <li>• Outward praise</li> <li>•</li> <li>•</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of competence when mastering a new skill</li> <li>• Sense of belonging when you participate in group activities</li> <li>• Setting personal goals</li> <li>• Completing tasks</li> <li>• Choices</li> <li>• Personal accountability</li> <li>•</li> <li>•</li> <li>•</li> </ul>





# One Size Fits Most



**Answer:** Dopamine. Most people recognize it as the “feel good” neurotransmitter, but it more closely related to motivation. Basically, it’s a brain chemical that doesn’t just respond to rewards—it encourages us to seek them. Dopamine is a big part of our unique human ability to think and plan. It helps us strive, focus, and find things interesting.

It is time for a quick kick in the pants and here are 5 ways to kick Dopamine into high gear!

## How to Boost Your Own and Participants Motivation & Productivity

1. **Aerobic Exercise**
  - Jumping Jacks
  - 20-minute walk
  -
2. **Share Wins**
  - Praise something well done
  - Recognize good work
  -
3. **Chunk Content**
  - Job aides
  - Check lists
  - Quick rewards (sticker rewards)
4. **Sleep**
  - Get up first alarm
  - Skip all nighters
  -
5. **Music**
  - Play a favorite tune
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  -

## References

8<sup>th</sup> Edition 2018 *Brain Facts: A Primer on the Brain and Nervous System* by Brian Bee

<https://www.brainfacts.org/the-brain-facts-book>

Luau Activities: [https://www.etsy.com/shop/MindfulGoodsStore?ref=shop-header-name&listing\\_id=1355427190](https://www.etsy.com/shop/MindfulGoodsStore?ref=shop-header-name&listing_id=1355427190)



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