

# ENTRECOMP:

## 2.2 Motivation & Perseverance

Arab College of Applied Sciences

*Duration: 6 hours*

# Project Consortium

## Coordinator:



## Partners:



## Project Details

**Title:** “Joint Development, Piloting, and Validation of Entrepreneurial Mindset and Key Skills Curricula and Training Materials for Third Countries”

**Acronym:** EMSA (Entrepreneurial Mindset and Skills for All)

**Agreement Number:** 101092477 – EMSA – ERASMUS-EDU-2022-CB-VET

**Programme:** Erasmus+ Capacity Building in the Field of Vocational Education and Training (VET)

**Call for Proposals:** ERASMUS-EDU-2022-CB-VET

**Start Date:** 01.01.2023

**End Date:** 31.12.2025

## 2.2 Motivation & Perseverance

### Training Aim

- This workshop aims to equip participants with a comprehensive understanding and practical application of perseverance and motivation in professional settings. Through an in-depth exploration of key concepts, theories, and strategies, the workshop is designed to enhance participants' knowledge of the foundational principles of motivation and the critical role of perseverance in achieving long-term goals. Participants will develop skills in applying effective techniques for building resilience, setting and achieving goals, and maintaining motivation, even in the face of challenges. Furthermore, the workshop aims to cultivate competences in integrating these concepts into workplace practices, enabling participants to lead initiatives that create and sustain a motivational environment, adapt strategies based on team feedback, and assess the impact of these strategies on team performance and morale. By the end of this workshop, participants will not only have a deeper theoretical understanding of perseverance and motivation but will also be equipped with actionable skills and competences to apply these concepts effectively in their professional lives, contributing to both individual and organizational growth.



## 2.2 Motivation & Perseverance

# Learning Outcomes

### In terms of **knowledge**:

- ✓ *Define and explain the key concepts of perseverance and motivation, including theories of motivation, strategies for building resilience, and techniques for maintaining motivation in challenging situations.*

### In terms of **skills**:

- ✓ *Apply techniques and strategies for enhancing personal perseverance and motivation in professional settings, using goal-setting, feedback mechanisms, and motivational communication effectively.*

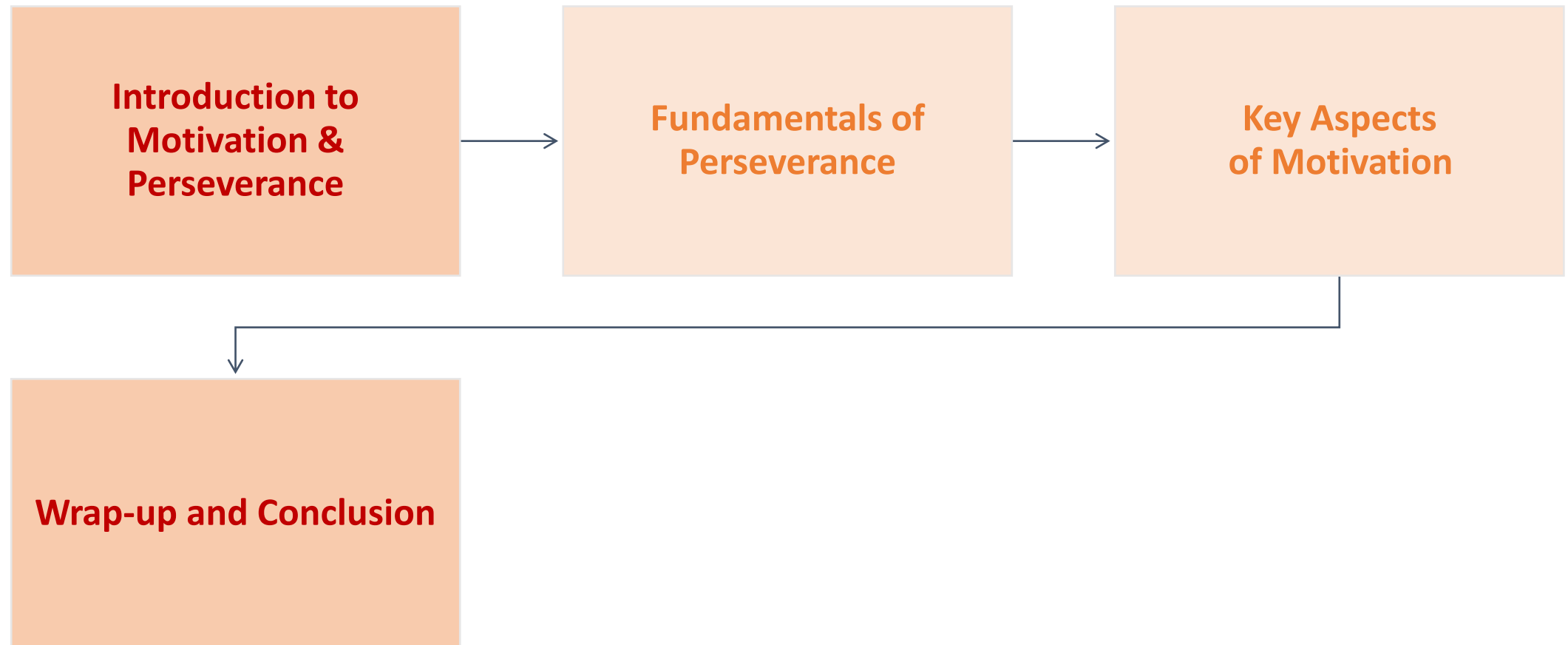
### In terms of **attitudes**:

- ✓ *Demonstrate the ability to integrate perseverance and motivation into life and workplace practices, by leading initiatives that foster a motivational environment adapting proper strategies.*



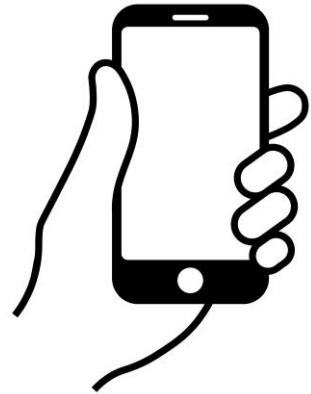
What ENTRECOMP  
competence  
is our training about?

# Training Route Map

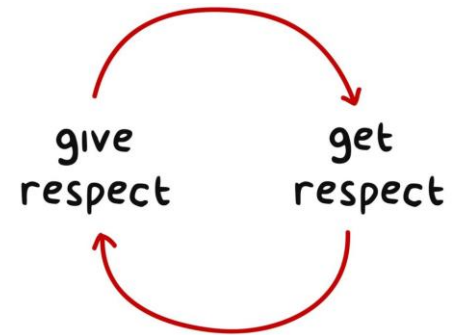




# Training Rules



**Participation**

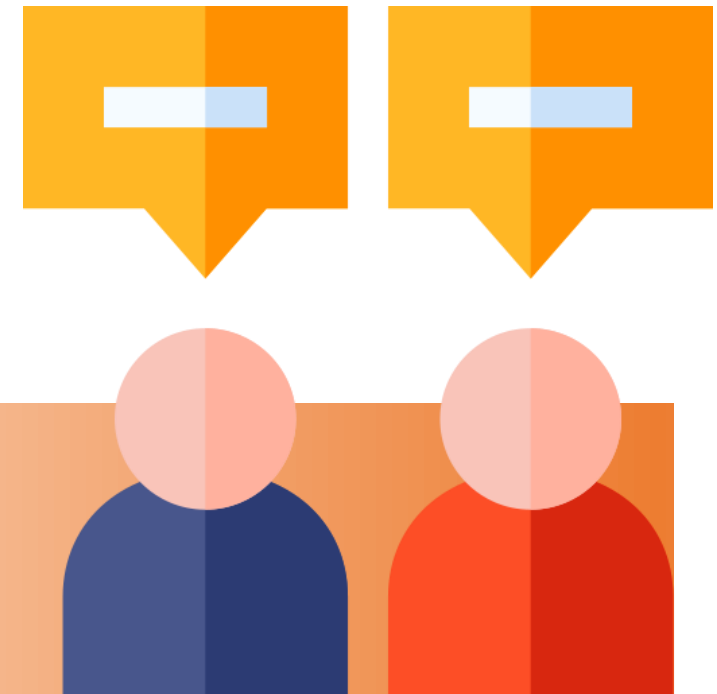


**YOUR  
OPINION  
MATTERS**





**Let's Break the Ice!**



# Introductions

*Let's get to know each other!*

*"Perseverance is not a long race; it is many short races  
one after another." - Walter Elliot*

# Introduction to Perseverance and Motivation

## Perseverance and Motivation

- In this session, we embark on a journey to explore two pivotal competencies that are crucial for both personal growth and professional success. As Walter Elliot beautifully stated, "Perseverance is not a long race; it is many short races one after another." This quote sets the stage for our exploration into the dynamic interplay of continuous effort and the drive that fuels it.



- **Perseverance** is about steadfastness in doing something despite difficulty or delay in achieving success. It's the grit and determination that keeps us moving forward, regardless of the obstacles we encounter. In this module, we will delve into what makes perseverance a vital trait, how to cultivate it, and its role in achieving long-term goals.



## Motivation

On the other hand, motivation is the force that initiates, guides, and maintains goal-oriented behaviors. It is what causes us to act, whether it is getting a glass of water to quench thirst or reading a book to gain knowledge. We will explore different types of motivation, what fuels it, and how to harness it effectively to drive both individual and collective endeavors.



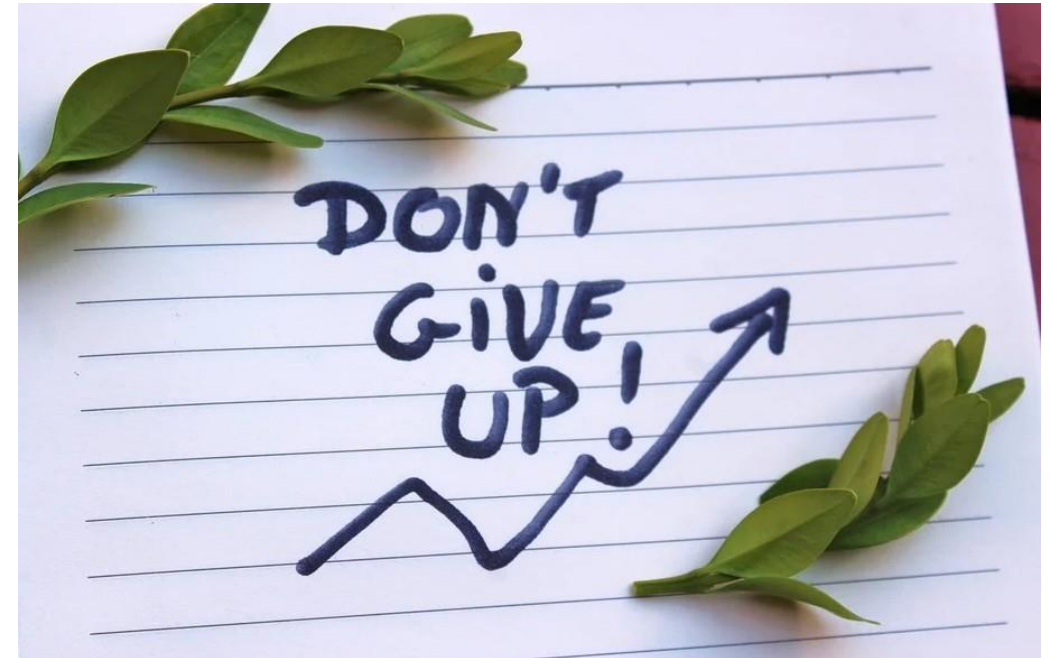


# 1. Introduction to Perseverance and Motivation

*Overview of Perseverance and Motivation*  
*Importance in Personal and Professional Growth*  
*Strategies for Cultivating Perseverance and Motivation*

# Overview of Perseverance and Motivation

- Both concepts defined
  - **Perseverance** is often defined as the continued effort to do or achieve something despite difficulties, failure, or opposition. It's the grit or steadfastness that is crucial for long-term goal attainment.
  - **Motivation**, conversely, is the process that initiates, guides, and maintains goal-oriented behaviors. It's what drives individuals to take action.



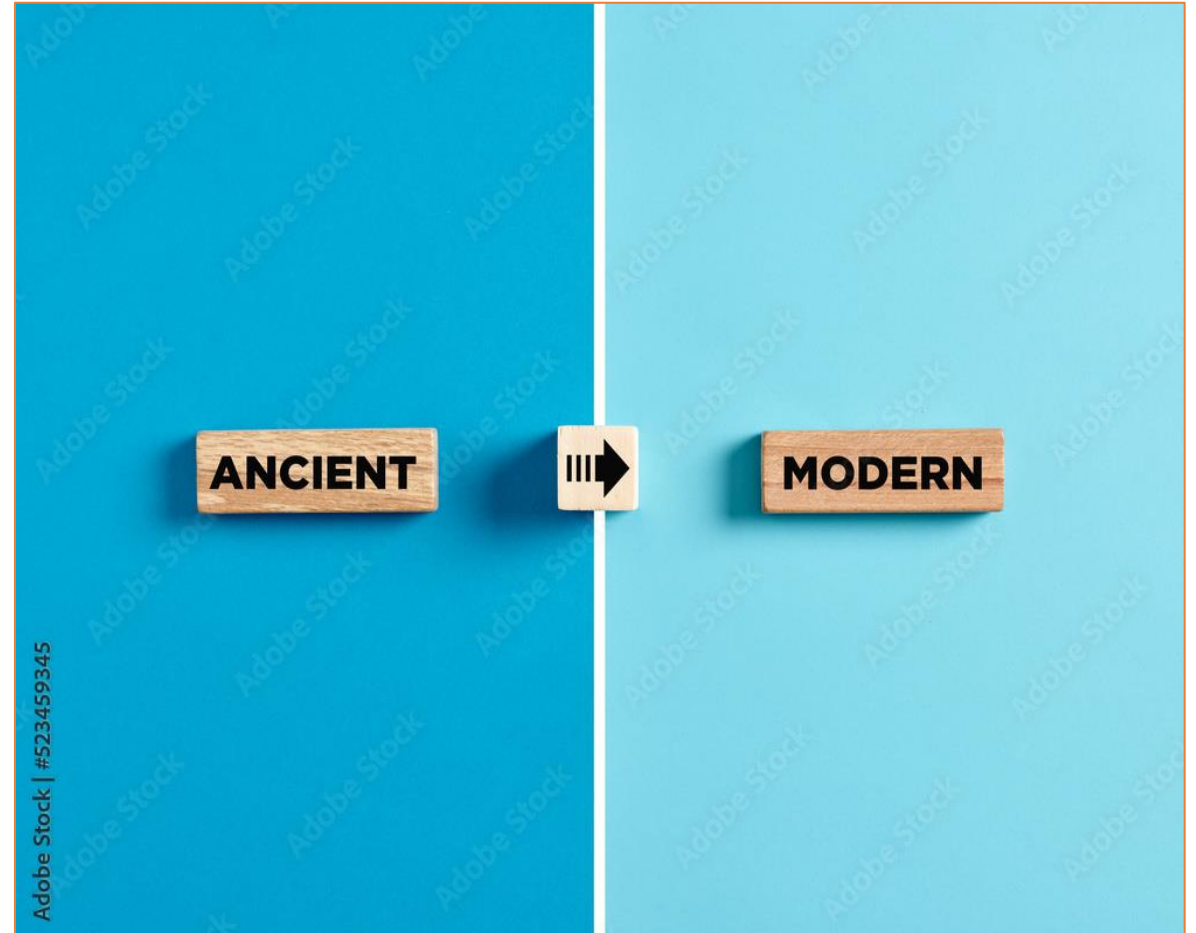
# Perseverance and Motivation

**Perseverance and motivation** are interlinked, with perseverance being the sustained effort that's often fueled by the underlying motivation. Together, they form a powerful duo in personal development and professional achievement.



## New Concepts?

The historical context of these concepts dates back to ancient philosophy, where perseverance and motivation were central to discussions on ethics and personal virtue. Over time, these concepts have evolved and have been studied extensively in psychological sciences, especially in understanding human behavior, resilience, and success.



# The Importance of Perseverance and Motivation in Personal and Professional Growth





## Perseverance

The importance of perseverance and motivation in personal and professional growth is profound.

**On a personal level,** perseverance allows individuals to push through challenges and setbacks, fostering resilience and the ability to achieve long-term goals.

**Professionally,** it translates into sustained effort and dedication towards career objectives, even in the face of adversity.



# Motivation

**Motivation**, as the driving force behind action, plays a pivotal role in setting and attaining objectives.

It fuels the journey towards personal development and professional achievement, influencing the capacity to learn new skills, adapt to change, and pursue success with enthusiasm and commitment.





## Perseverance and Motivation

Incorporating these competences is not just about reaching destinations but also about enhancing the journey itself, making growth a continuous and rewarding process.



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# "Growth Through Grit: Personal and Professional Pathways"

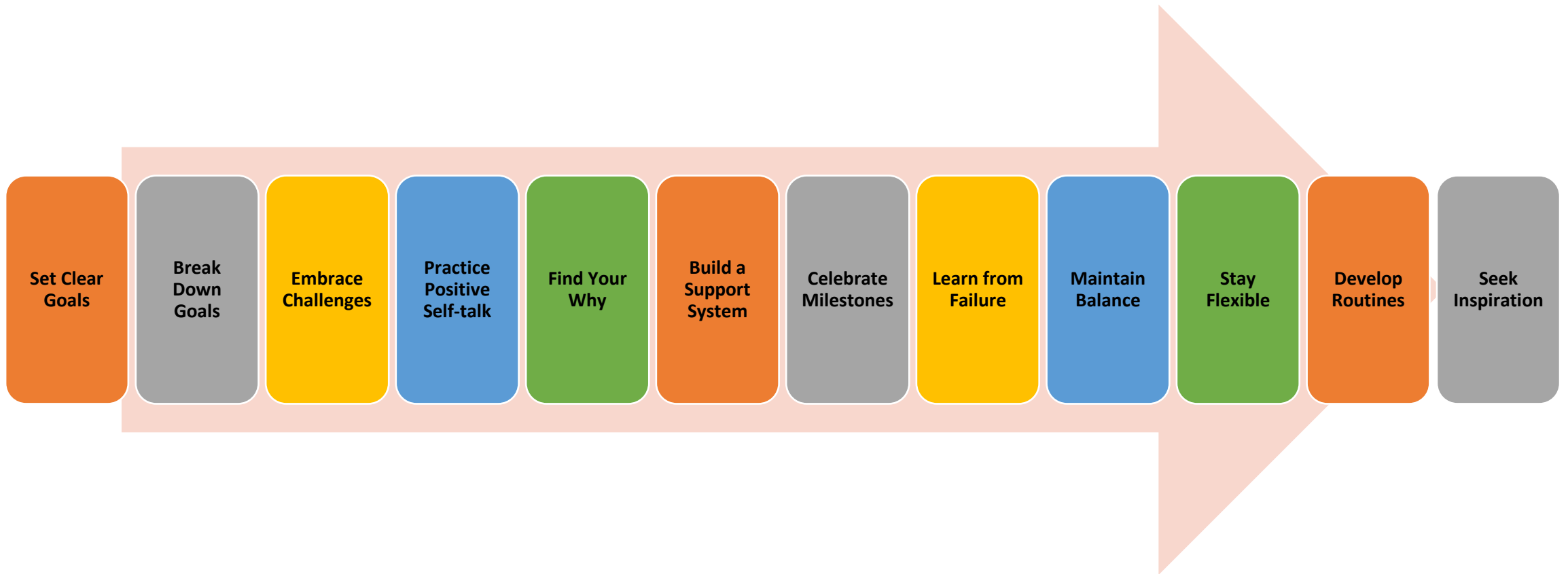


## Cultivating Perseverance and Motivation

Cultivating perseverance and motivation, especially in the context of personal and professional growth, involves a blend of mindset shifts, practical strategies, and supportive environments. Here are several strategies that can help individuals foster these qualities:



## Strategies for Cultivating Perseverance and Motivation





## “Fueling Your Inner Drive”



## 2. Fundamentals of Perseverance

*Understanding Perseverance*  
*Strategies for Building Resilience*  
*Overcoming Challenges*

# Understanding Perseverance

- **How Dictionary defines Perseverance:**

- ✓ Steadfastness in doing something despite difficulty or delay in achieving success.
- ✓ The quality of continuing to work toward a goal or objective even when faced with obstacles or adversity.
- ✓ The act of maintaining a determined attitude and persistent effort in the pursuit of one's goals, despite challenges and setbacks.

**Perseverance** is often associated with determination, resolve, and the willingness to keep pushing forward in the face of adversity or difficulties, with the ultimate aim of achieving a desired outcome.





# "The Triumph of Perseverance: A Journey to the Summit"

## **Lets Imagine this situation:**

You're staring at the mountain ahead, daunted by its immense size. The path is obscured, and the obstacles are unknown. The easy choice is to turn back now before facing the challenges, failures, and discomfort that lie ahead. But within you burns a flame—a quiet conviction that there is something meaningful to be gained by forging onward.

And so you take the first step. Then another. You stumble at times, doubt yourself, and question whether the rewards are worth the struggle. But you persevere. Through the long nights and longer days, through the sweat and tears, you persevere.

Until one day, you find yourself at the summit, gazing out at the breathtaking view that only the persevering get to see. You realize the power you now wield, having conquered your inner demons and overcome every obstacle that stood in your way. The persevering spirit that fueled your ascent now fills you with a deep sense of confidence and purpose. You understand at last why perseverance matters most of all. The summit is sweet, but the climb was sweeter.

# Why Perseverance Matters

**The benefits of perseverance are many and varied.**

By persevering, we boost our self-confidence and self-esteem as we learn from our failures and improve our skills. We also foster our creativity and innovation as we explore new ways to solve problems and find solutions.

Moreover, we strengthen our resilience and mental health as we cope with stress and adversity.





- 1. Perseverance leads to lasting success. So;**
  - ✓ Quitting is not an option.
  - ✓ Rewards Come to Those Who Don't Give Up
- 2. Perseverance is the key to achieving your goals and dreams. So;**
  - ✓ To persevere, you need grit and determination.
  - ✓ You have to learn from your mistakes.
  - ✓ You need to stay flexible and optimistic.
- 3. Perseverance develops character**
- 4. Perseverance strengthens your resolve.**
- 5. Perseverance teaches you how to fail forward.**
- 6. Perseverance Allows You to Develop Lifelong Learning.**

# What About Perseverance in Your Career



Perseverance pays off in your career. While the road to success is rarely easy, sticking with it and pushing through challenges leads to tremendous benefits.

- ✓ Developing a growth mindset.
- ✓ Doors will open for those who refuse to quit (more opportunities).
- ✓ While luck may play some role, consistent effort over the long run is the surest path to SUCCESS.
- ✓ Building resilience in the face of difficulties and setbacks.

While the road is long, the rewards of dedication and persistence are well worth the effort. Keep putting one foot in front of the other, seize new opportunities, and never stop learning and improving. Your breakthrough success will come.

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# Strategies for Building Resilience

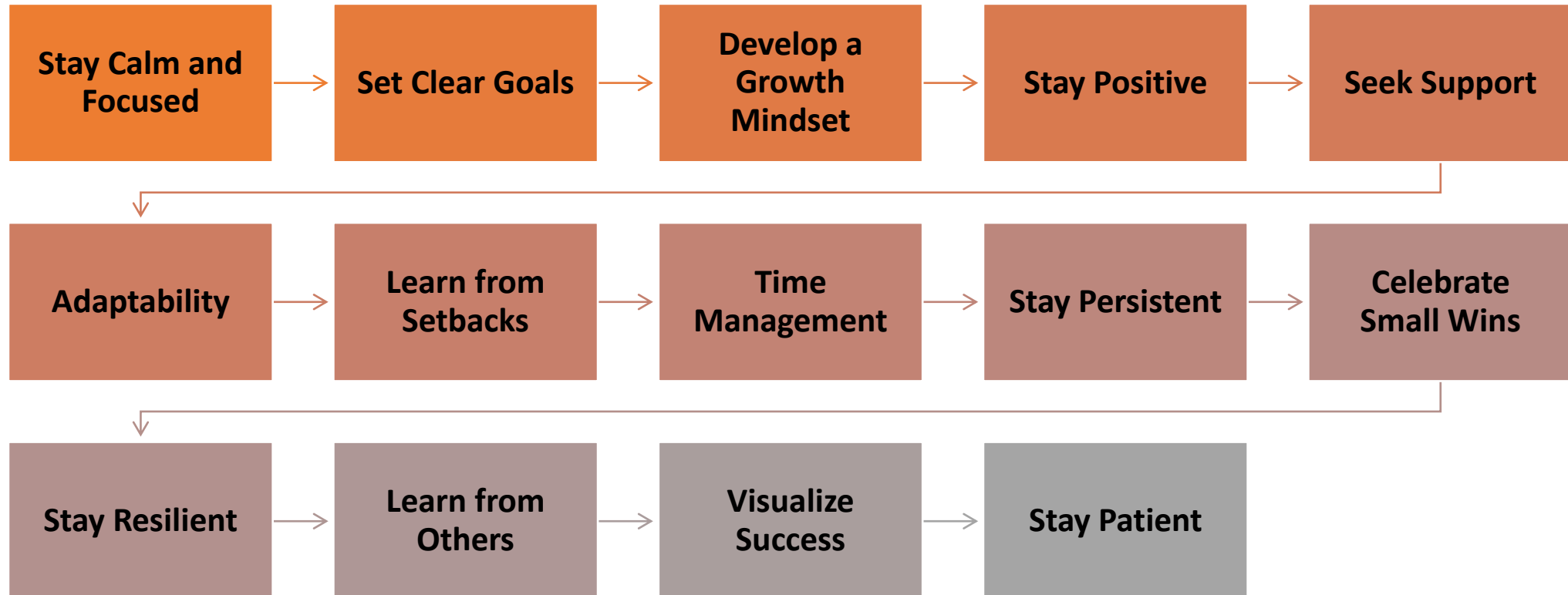


BUILDING  
RESILIENCE

A stylized graphic on the right side of the text. It features a tree, a city skyline, and a lightning bolt, all rendered in white and light blue outlines. The graphic is composed of interconnected lines and shapes, symbolizing resilience and recovery.

# Overcoming Challenges


Here are some key steps and strategies to help you overcome challenges and develop your perseverance:



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# Share Your Personal Challenge and Perseverance Story

A photograph of a piece of white paper that has been torn from a dark, textured surface. The paper is slightly curled and has jagged edges. The text "Share your story..." is printed on the paper in a black, serif font.

Share your story...



"The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack in will." - Vince Lombardi



## 3. Key Aspects of Motivation

*Types and Theories of Motivation*

*Maintaining Motivation over Time*

*Motivational Techniques in Practice*

# Understanding Motivation

- **How Dictionary defines Motivation:**

- ✓ The reason or reasons one has for acting or behaving in a particular way.
- ✓ It is also used to describe the general desire or willingness of someone to do something. This definition encompasses both the psychological aspects (like drive, desire, or need) and the external factors (like incentives or goals) that propel an individual to take action.

**Motivation** can be seen as a combination of the emotional, cognitive, social, and biological forces that activate behavior. It's often categorized into two types:



# Types of Motivation



**Intrinsic Motivation:** doing something because it is inherently interesting or enjoyable. The motivation comes from within the individual.

**Characteristics:**

- Self-driven: so the individual engages in a behavior for the sake of personal satisfaction or fulfillment.
- Interest or Pleasure: Activities are undertaken because they are seen as fun, engaging, or intellectually stimulating.
- Autonomy: There is a sense of choice and freedom in the activities pursued.
- Personal Growth: Intrinsic motivation is often linked with personal development and self-improvement.

**Examples:**

Reading a novel because you enjoy the story.

(can you give more examples?!)

# Types of Motivation

**Extrinsic Motivation:** It involves doing something not because you find it rewarding, but to earn a reward or avoid a punishment from an external source.

**Characteristics:**

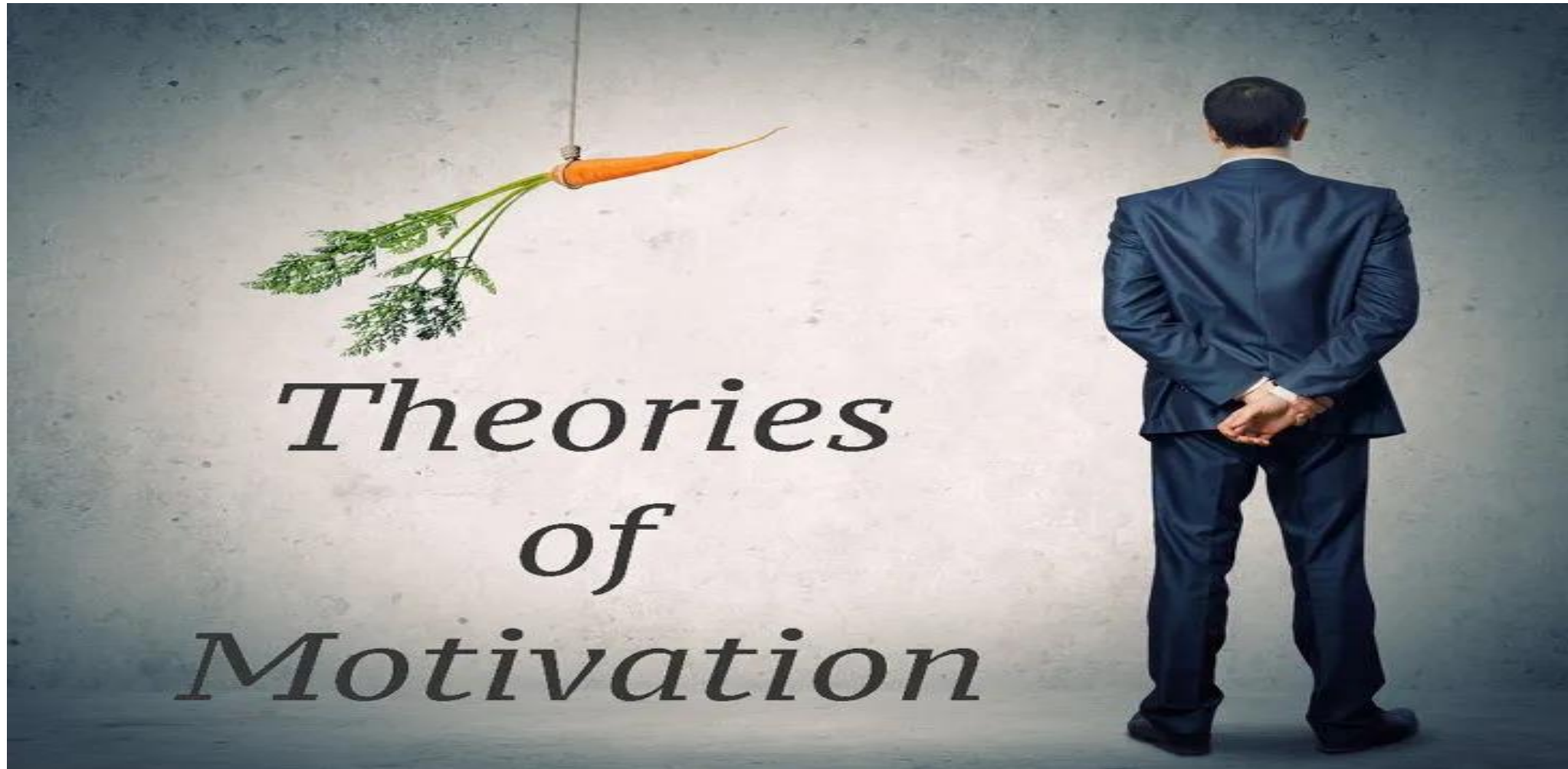
- **Reward or Punishment:** The behavior is driven by the desire to gain a reward or avoid a negative outcome.
- **External Incentives:** These could include money, grades, praise, or recognition.
- **Often Task-Oriented:** Activities may be seen as a means to an end rather than being enjoyable in themselves.

**Examples:**

Working overtime to receive a bonus.

(can you give more examples?!)



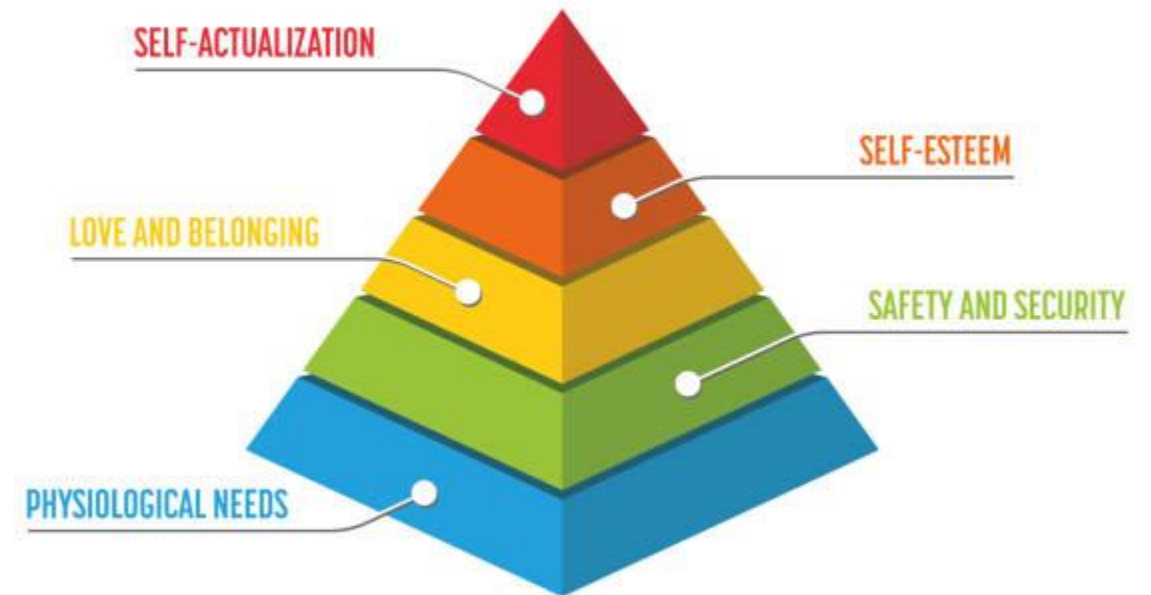


*Theories  
of  
Motivation*



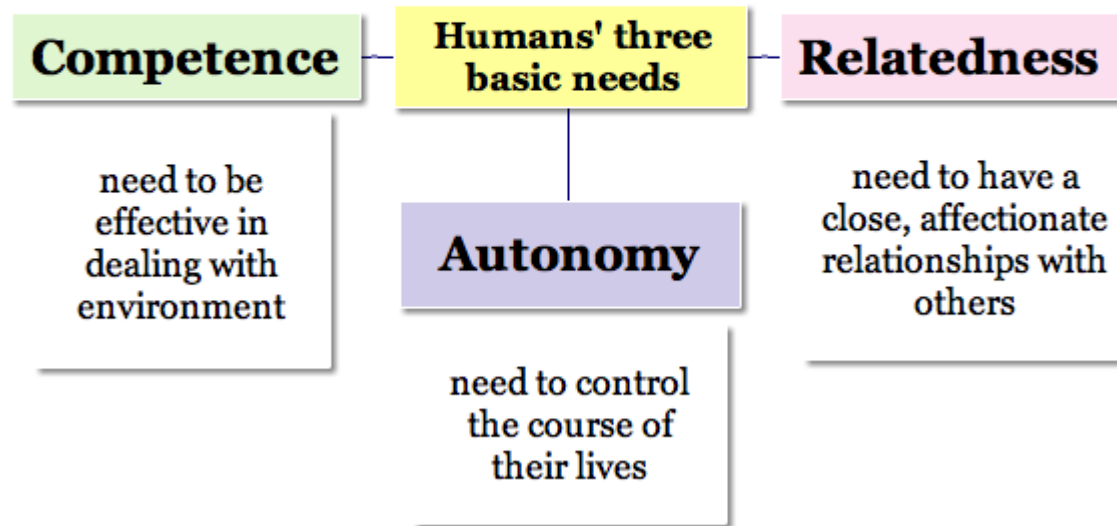
## Maslow's Hierarchy of Needs:

This theory suggests that people are motivated by five basic categories of needs: physiological, safety, love, esteem, and self-actualization. Once the lower level needs are met, the higher level needs become the primary motivators.





# Self-Determination Theory



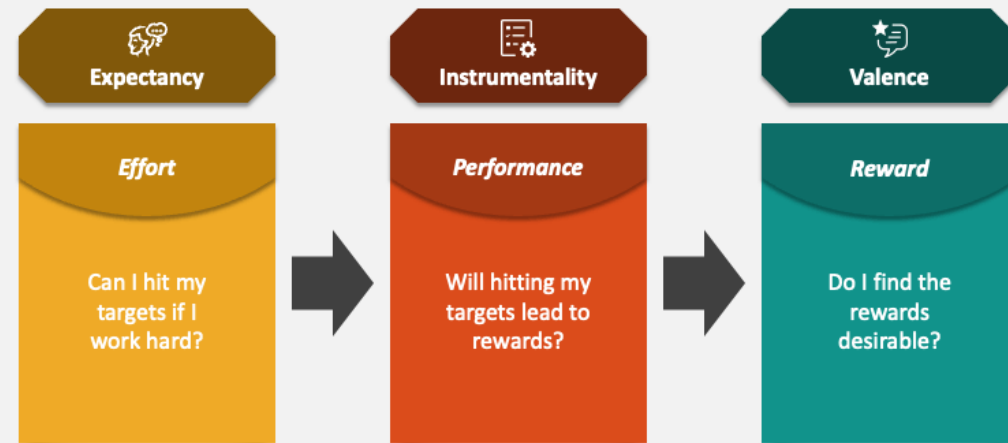
**Self-Determination Theory (SDT):**  
This theory focuses on the degree to which an individual's behavior is self-motivated and self-determined. It emphasizes the role of intrinsic and extrinsic motivation in driving human behavior.

## Expectancy Theory

This model states that motivation is based on the expectation of desired outcomes. It posits that individuals are motivated to act in a certain way if they expect that their actions will lead to their desired goal.

### EXPECTANCY THEORY

Expectancy Theory of Motivation





### **Goal-Setting Theory**

This theory suggests that setting specific, measurable, achievable, relevant, and time-bound (SMART) goals can boost motivation and enhance performance.

**Motivation-Hygiene Theory**  
(Two-Factor Theory): Proposed by Herzberg, this theory suggests there are certain factors in the workplace that cause job satisfaction (motivators), while a separate set of factors cause dissatisfaction (hygiene factors).



## Drive Reduction Theory



### Drive Theory

Based on the concept of drives – basic bodily needs such as hunger and thirst – this theory suggests that individuals are motivated to take certain actions to reduce the internal tension caused by unmet needs.

# Sustaining Your Drive:

## “Strategies for Long-Term Motivation”

Maintaining motivation over time can be challenging, especially when faced with obstacles, routine, or a loss of interest. However, there are strategies that can help sustain motivation over the long haul, applicable across various contexts such as personal goals, educational pursuits, and professional projects. Here are some strategies to maintain motivation over time



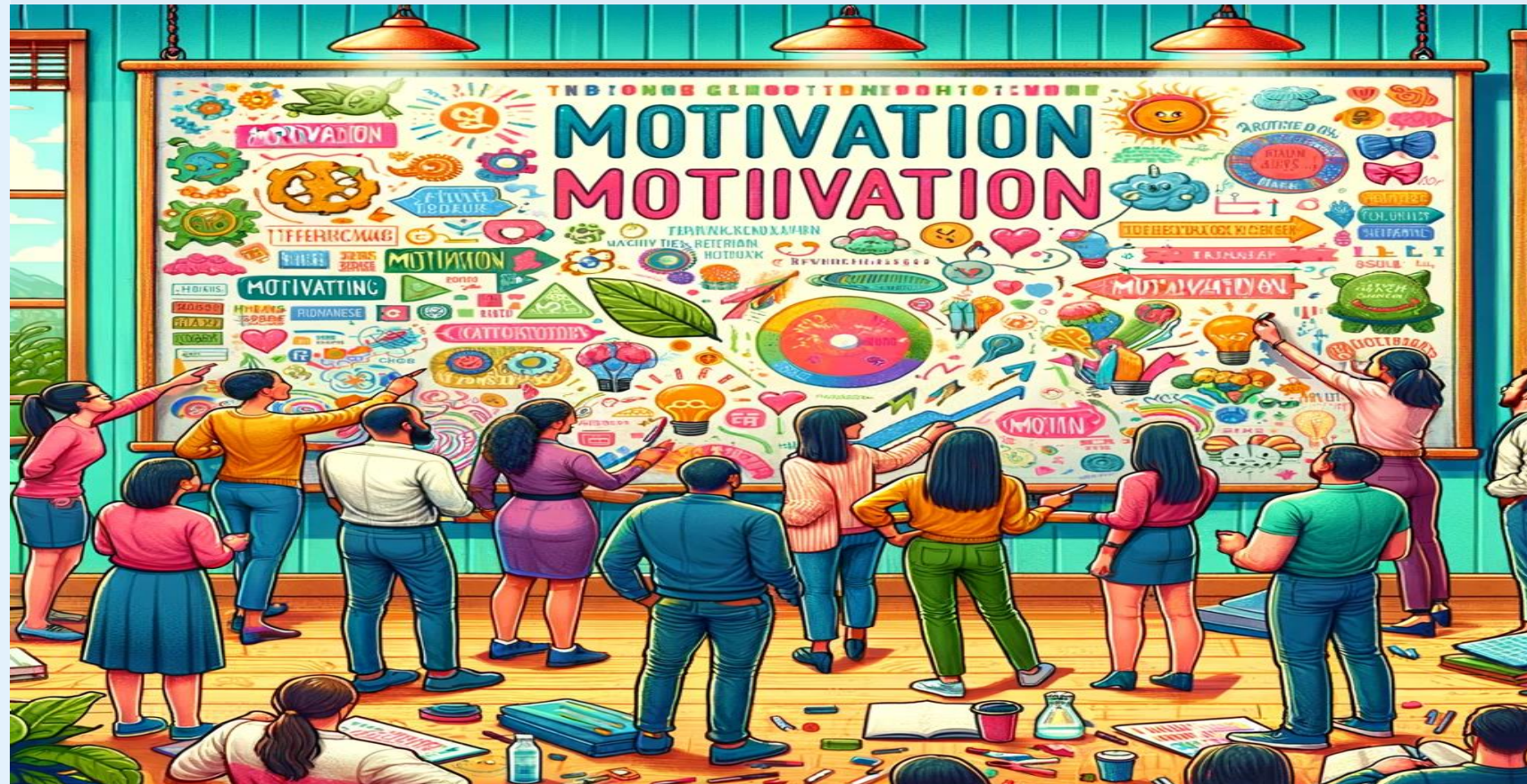


# Strategies



# The Motivation Mosaic

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## Motivational Techniques in Practice for the Workplace

Effective motivation techniques in the workplace are crucial for enhancing employee engagement, productivity, and satisfaction. Implementing the right strategies can foster a positive work environment, encourage teamwork, and drive organizational success. Here are some effective motivation techniques tailored for the workplace



## Motivational Techniques in Practice for the Workplace

### ❖ Recognition and Rewards

**HOW?** Create a recognition program that acknowledges both team and individual achievements regularly. This could include employee of the month awards, shout-outs in team meetings, or tangible rewards such as bonuses or gift cards.

### ❖ Clear Career Pathways

**HOW?** Offer clear career advancement opportunities. Conduct regular career development discussions and establish transparent criteria for promotion and growth within the company.

### ❖ Professional Development Opportunities

**HOW?:** Invest in training and development programs. Encourage employees to attend workshops, conferences, and seminars related to their field, and provide access to online courses or in-house training sessions.

### ❖ Empowering Autonomy

**HOW?** Empower employees by giving them more control over their work processes and decisions. This can be done through flexible work arrangements, allowing employees to set their own goals, or involving them in decision-making processes.

## Motivational Techniques in Practice for the Workplace

### ❖ **Constructive Feedback**

**HOW?** Establish a culture of continuous feedback. Provide regular, constructive feedback in a supportive manner, focusing on development and improvement rather than criticism.

### ❖ **Encouraging Team Collaboration**

**HOW?** Foster a collaborative work environment by encouraging teamwork through joint projects, team-building activities, and collaborative tools and spaces that facilitate communication and cooperation.

### ❖ **Work-Life Balance**

**HOW?** Support a healthy work-life balance by offering flexible working hours, remote work options, and ensuring employees are not regularly overworked. Encourage employees to take their allotted vacation time.



## Motivational Techniques in Practice for the Workplace

### ❖ Purposeful Work

**HOW?** Help employees understand the impact of their work. Regularly communicate how their efforts contribute to the company's goals and the wider community or societal benefits.

### ❖ Incentive Programs

**HOW?** Design incentive programs tied to performance and achievement. These could range from profit-sharing schemes, performance bonuses, to non-monetary incentives like extra days off or flexible scheduling.

### ❖ Supportive Workplace Culture

**HOW?** Cultivate a positive, inclusive workplace culture that values diversity, encourages open communication, and addresses workplace conflicts constructively. Promote mental health awareness and provide support resources.





## Motivational Techniques in Practice for the Workplace

### ❖ Goal Setting

**HOW?** Utilize SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals to help employees focus their efforts and track their progress. Regularly review these goals in one-on-one meetings.

### ❖ Innovation Encouragement

**HOW?** Create a culture that encourages innovation and creativity. Offer platforms or sessions where employees can pitch new ideas, and provide resources or time to explore these ideas.

Leaders should strive to create an environment where employees feel valued, supported, and inspired to achieve their best.

Implementing these techniques effectively requires continuous effort and adaptation to the evolving needs of the workforce.

# Case Study Analysis

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Revision

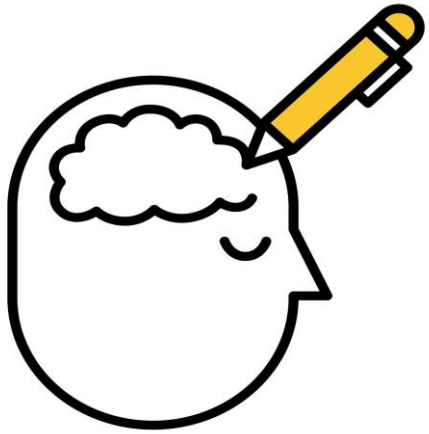


## Recap of Key Takeaways:

- ✓ What were the most significant insights or strategies you gained from today's workshop on Perseverance and Motivation?
- ✓ How do you plan to apply the concepts of perseverance and motivation in your personal or professional life moving forward?
- ✓ Did you encounter any challenges or areas of confusion during the workshop that you'd like to address?
- ✓ How effective did you find the workshop activities, discussions, and presentations in conveying the key concepts of perseverance and motivation?
- ✓ Reflecting on your own experiences, can you share a specific instance where perseverance or motivation played a significant role in achieving a goal or overcoming a challenge?
- ✓ How do you plan to support and encourage others in your personal or professional circle to cultivate perseverance and motivation?
- ✓ Looking back on the workshop, is there any particular topic or aspect of perseverance and motivation that you'd like to explore further in future sessions?



Do you have any questions?



What will you keep from  
today's training?



# Training Evaluation



# List of References

## Inspirational Talks:

- TED Talks. Available at [www.ted.com](http://www.ted.com) - Features talks on motivation, perseverance, and personal development by various speakers worldwide.

## Articles and Insights:

- Psychology Today - Motivation. Available at <https://www.psychologytoday.com/us/basics/motivation> - Articles and insights on motivation and its psychological aspects.
- Harvard Business Review. Available at [www.hbr.org](http://www.hbr.org) - Articles on leadership, motivation, and employee engagement.
- Benefits of Perseverance: 8 Reasons Why Perseverance Matters. Available at <https://www.believeinmind.com/self-growth/benefits-of-perseverance/#why-perseverance-matters-benefits-of-perseverance>.

## Productivity Tool:

- Evernote (Productivity Tool). Available at <https://evernote.com/> - Helps in organizing tasks and goals, aiding in maintaining motivation and focus.

# List of Suggested Resources for Self-Directed Learning

## Books for In-Depth Study:

- Duckworth, A. (2016). *Grit: The Power of Passion and Perseverance*.
- Pink, D. H. *Drive: The Surprising Truth About What Motivates Us*.
- Haden, J. *The Motivation Myth: How High Achievers Really Set Themselves Up to Win*.
- Clear, J. *Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones*.

## Online Courses:

- Coursera Course: *The Science of Well-Being* by Yale University. Available at <https://www.coursera.org/learn/the-science-of-well-being> - Offers insights into psychological aspects of personal motivation and happiness.
- Khan Academy. Available at [www.khanacademy.org](http://www.khanacademy.org) - Offers courses on personal development, including motivation and perseverance.

## Comprehensive Websites:

- MindTools. Available at [www.mindtools.com](http://www.mindtools.com) - Offers resources and tools on personal effectiveness, motivation, and workplace success.
- Goal Setting Guide. Available at [www.goalsettingguide.com](http://www.goalsettingguide.com) - Provides practical tips and techniques for effective goal setting and motivation.



Entrepreneurial Mindset and Key Skills for All

**Thank you!**



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