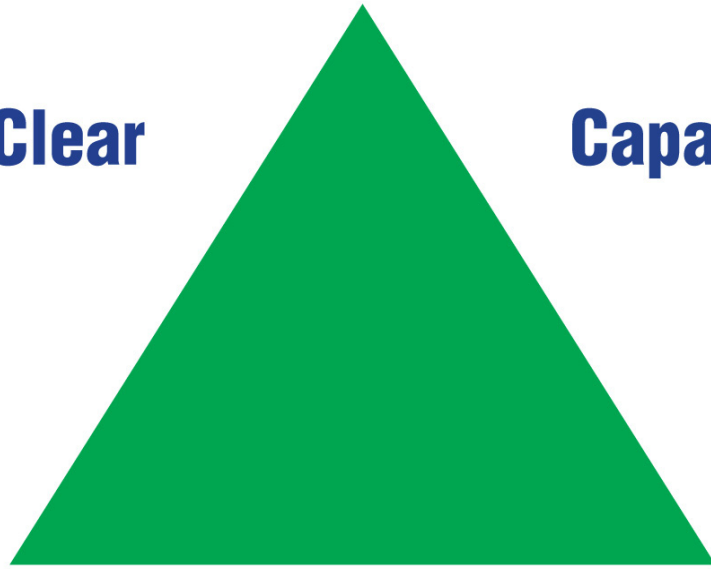


Up, Up, and Away Worksheet



Clear

Capable



Motivated

What Motivates?





Balloons

Dreams and Goals



Incentive Compensation

Recognition and Reward

Belief and Hope

Clarity and Capability

Success



Relationship Techniques

Positive Environment

Respected Participation/Taking Ownership

Sandbags

Fear of Rejection

Fear of Embarrassment



Fear of Failure

Fear of Backfires

Fear of Success

Additional Perceived Risks



How do you motivate?

How to Utilize the Lawnchair Motivation ModelSM (10–15 minutes total)

STEPS	WHAT/HOW	
Team Meeting (10 minutes total)		
Step 1:	Clarify the meaning of the Lawnchair Motivation Model. <ul style="list-style-type: none"> • Explain the origination of the model. • Play the video excerpt with Dr. Cohen's explanation of the model. 	
Step 2:	Have the team work individually, <ul style="list-style-type: none"> • Ask each member of the team to list their top three motivators and one big de-motivator. 	1. _____ 2. _____ 3. _____ _____
Step 3:	Determine the team's motivators and de-motivators. <ul style="list-style-type: none"> • Ask each member of the team to vote for their top motivator and de-motivator by a show of hands or by writing them down putting them into a "hat." • Announce the top team motivators and de-motivators to the group. 	

What are some things we can do as a team to motivate those who _____?

How can we drain the sandbags for those who _____?



STEPS	WHAT	HOW
Individual Meeting (15 minutes total)		
Step 4:	Discuss the team member's motivators.	<ul style="list-style-type: none"> • Ask the team member why they are motivated by the three balloons. • Collaborate with the team member and provide recommendations to keep the team member's motivational balloons filled.
Step 5:	Discuss the team member's de-motivator.	<ul style="list-style-type: none"> • Ask the team member what types of actions or situations lead to the sandbag de-motivator. • Collaborate with the team member and create an action plan to eliminate or reduce the sand from the de-motivational sandbag.
Step 6	Follow up.	<ul style="list-style-type: none"> • Follow up within a week to ensure the actions are working for the team member. • Follow up with each team member a minimum of quarterly to ensure the balloons and sandbags are current.



Lawnchair Motivation Model Tip Sheet

How to Utilize The Lawnchair Motivation Model (10–15 minutes total)

STEPS	WHAT	HOW
Team Meeting (10 minutes total)		
Step 1:	Clarify the meaning of the Lawnchair Motivation Model.	<ul style="list-style-type: none"> • Explain the origination of the model. • Play the video excerpt with Dr. Cohen’s explanation of the model.
Step 2:	Have the team work individually.	<ul style="list-style-type: none"> • Ask each member of the team to list their top three motivators and one big de-motivator.
Step 3:	Determine the team’s motivators and de-motivators.	<ul style="list-style-type: none"> • Ask each member of the team to vote for their top motivator and de-motivator by a show of hands or by writing them down and putting them into a “hat.” • Announce the top team motivators and de-motivators to the group.
Individual Meeting (15 minutes total)		
Step 4:	Discuss the team member’s motivators.	<ul style="list-style-type: none"> • Ask the team member why they are motivated by the three balloons. • Collaborate with the team member and provide recommendations to keep the team member’s motivational balloons filled.
Step 5:	Discuss the team member’s de-motivator.	<ul style="list-style-type: none"> • Ask the team member what types of actions or situations lead to the sandbag de-motivator. • Collaborate with the team member and create an action plan to eliminate or reduce the sand from the de-motivational sandbag.
Step 6	Follow up.	<ul style="list-style-type: none"> • Follow up within a week to ensure the actions are working for the team member. • Follow up with each team member a minimum of quarterly to ensure the balloons and sandbags are current.

