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Motivate Unmotivated Students With These Surprising Motivators

By Ruth Wells

So many youth believe that they are already prepared to live independently, and don't need

anymore training or education before embarking on life on their own. Here are some very creative ways to show youth that education will be essential to their future. All these interventions focus on common adult transportation problems. If your youngsters don't readily have the answers to these adult situations, perhaps they also don't "know it all" about other key adult independent living issues too.

**** Off the Road Again**

Explain what happens when you hydroplane, and when you hit black ice; how do you try to still stay on the road?

Answer: When you hydroplane, your car floats on a sheet of water caused by rain on the road. Black ice is ice on the road that you may not be able to see. Black ice can be present before any evidence of icy or dangerous driving conditions is obvious and can send you flying. Slow down and avoid turning your wheels abruptly. Perhaps people think about all those science classes that they skipped as they hydroplane off the road or fly through the air on black ice...

**** Say Good Bye to a Good Buy You're buying a car.**

The dealer says that they will add the option you want to your car on Thursday. What is an option, and what do you say?

Answer: An option is a feature that can be added to a car, such as a cassette player. You say "I must see the option on the car before I pay." Once you have paid for the car, the dealer has no incentive to follow through, and you lack any clout to gain compliance once you pay.

**** Do You Know the Way to San Jose— Today?**

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Name a good site on the internet to get free directions to anywhere in the US then show how to use it by finding the way from where you are right now to San Jose.

Answer: Some great, free map sites include mapquest.com, mapblast.com, travelocity.com, anywho.com and charlotte.com.

** Filling Up Can Drain You

You fill up your gas tank at a gas station. Later, you write a check for another purchase; the check bounces. You know you had over \$100 in your account. What happened?

Answer: You used your debit card to buy gas and gave your card prior to the gas being pumped. The gas station put a "hold" on \$100 of your checking account funds. Next time, don't use a debit card, or wait to use the card until the amount of gas purchased is known. Then you'll only be debited for the amount you bought, not the amount you might have bought.

** Insure It You total your car.

You and the insurance company finalize the amount that you'll be paid for your car. Their check arrives but it's missing \$250. What happened?

Answer: The \$250 was your deductible.

** It's Classified You need to buy a car.

Ads refer to "OAC," "AC," "4D" and "4WD." Translate.

Answer: OAC means "on approved credit," that if you are deemed worthy of credit, they will loan you money to buy a car. AC is air conditioning. 4D means four doors, but 4WD means four wheel drive; got all that?!

** Did You Know That Cars Can Swim?

You're about to get a good deal on a used car. How can you tell if the car has been for a swim?

Answer: Sometimes that good deal means that the car has a soggy past. For example, after a flood, cars can be restored to look and smell okay, but may have hidden problems from time underwater. Use the internet to search a car's past and discover past collisions and even undersea adventures.

Want more strategies like these? These strategies are taken from our Maximum–Strength Motivation–Makers book. We have many more lively, compelling strategies just like the ones here. (

<http://www.youthchg.com/guide.html>

).

Get much more information on this topic at

<http://www.youthchg.com>

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<http://www.youthchg.com>

.) Sign up for her free Problem–Kid

Problem–Solver magazine at the site and see hundreds more of her innovative methods. Ruth is the author of dozens of books and provides workshops and training.

Industrial Psychology And Recognition

By Chris Herrmann

In his job as an accountant, Anthony Stirling felt that the monetary rewards for his job were as good as he could expect. What he found difficult to understand was the feeling of lack of worth that turning up every Monday morning gave him. The office was highly efficient but people very rarely seemed to have time to talk to each other and his boss was a distant figure who barely knew his name.

The reason why individuals, like Anthony, need recognition, other than money, to generate motivation in their day–to–day work is not a mystery. Frederick Herzberg

In 1955 Frederick Herzberg an Industrial Psychologist published his treatise on human relations at work which unraveled the role of influences on motivation at work.

The results were not what logic might dictate. He produced two quite different lists; one showing what satisfied people at work and the other showing what dissatisfied them.

Hygiene Factors

- company policy
- company procedures
- relationship with supervisor
- working environment
- relationship with co–workers

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- salary
- status
- security

Motivators

- achievement
- personal growth
- career potential
- job satisfaction
- recognition

The list of features that dissatisfy people at work could not be expected, by themselves, to provide high levels of motivation if they were provided in unrealistic quantities. For example, if your chair is comfortable and reflects your organizational status, you are unlikely to feel a surge of motivation if your boss offers you the same model with an additional cup holder.

The causes of satisfaction included factors like personal growth and recognition. These, it seems, could only be used to motivate if the dissatisfaction list had been rectified. Herzberg does not believe that motivation is absent in organizations with a long "dissatisfiers" list; he merely points out what we should already know; that attempts to motivate may be wasted if dissatisfaction is not addressed first.

Herzberg likened a typical worker to a recovering patient. He concluded that the "dissatisfiers" were actually Hygiene Factors. These are essential for satisfactory recovery of the "patient" but are not, in themselves, able to guarantee full health. The "satisfiers" list is, in fact, a list of Motivators; those things that really cause the "patient" to push for recovery and to become fully functioning.

This powerful analogy makes it clear that, if the Hygiene factors are deficient in any way, it wouldn't matter how much effort was put into the Motivators, the patient could potentially die anyway.

The conclusion to draw from Fred Herzberg's work is that recognition is an important motivator in the workplace. However applying recognition in a vacuum without ensuring that the Hygiene Factors are effectively managed may produce few returns for the effort made.

Herzberg's findings are amplified by other Industrial Psychologists such as Abraham Maslow and Douglas McGregor so, although these simple truths have been recorded for the best part of 50 years some companies, like Anthony's employer either forgot or never bothered to build in an effective recognition system.

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