

# DYNAMICS OF PERSONAL EFFECTIVENESS™

## Introduction

The word effectiveness comes from the word 'effect' or having an impact. It is a balance between motivation and skill. Benjamin Disraeli once said "As we think – so we become". What makes one person more successful than another is in the effectiveness of their thinking, among other factors. How effective people think – differs in their field of success – and in their personality type. The decision to act relates to our own internal needs, perceptions and drives. We can only motivate ourselves. Others can provide suggestions, directives or advice. However the choice of what and how – or even when and why we behave is internal. "Motivation is the fire within". Others, like incentives, are external. While they may serve as "fuel for the fire", we still control whether we allow it to "fire us up". What motivates differ, but the results should be the same. We each have the social needs for achievement, affiliation or power but they differ in their intensity for each personality type. But achieving personal effectiveness can be learned and strengthened. This workshop focuses on how to be a more effective and achievement oriented.

## Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- Measuring Effectiveness
- Motivation and Goal Setting
- The Brain and Motivation
- Motivation and Personal Effectiveness
- How each personality type has different motivational needs to achieve
- Gender, Achievement, Motivation and Effectiveness
- Motivation Across Culture
- Fuelling Motivation for Effectiveness
- Rewarding and Recognizing individual vs. team effectiveness
- Developing a Personal Motivation Action Plan

## Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

## Learning Objectives

By the end of this workshop, participants will

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Understand the nature of effectiveness and what it involves.
- Understand the complex relationship between needs, drives, perceptions and their influence on behaviour.
- Know how motivation and behaviour are brain related and where they interact in the brain.
- Have assessed the main criteria for our personal effectiveness. Appreciate that motivational patterns differ across cultures and how they differ for diverse individuals and groups.
- Know how to be more proactive and effective in situations.
- Be able to manage our time, self and other resources more strategically, so we are more effective.
- Produce an action plan to develop personal effectiveness.

## Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participants to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop.

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

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