

<b>Organization and country:</b>	<b>GROWTHCOOP      SPAIN</b>
<b>Name of the activity:</b>	<b>“Know their motivations”</b>
<b>Overview (What I am going to learn?):</b>	<b>Start to get to know each other, in this dynamic both the boss and the colleagues are going to get to know the motivations of the colleagues that make up the work group.</b>
<b>Objective (What am I going to learn it for?):</b>	<b>The objective is to promote the intrinsic motivation of each one of the workers by getting to know what motivates them.</b>
<b>Materials:</b>	<b>Paper and pen for each person.</b>
<b>Time:</b>	<b>Approximately half an hour. Depending on the size of the group.</b>
<b>Target group:</b>	<b>Workers and managers</b>

### **Instructions for facilitators**

It is important that the person leading the activity knows how to manage the comments of the different members of the group appropriately.

It should be borne in mind that perhaps in a large company with a manager who may retaliate against the workers, this activity would be better carried out among the workers. In this way, they will be able to know what motivates each one of them, and know at what point they can pass on certain work to a colleague who will welcome it.

The success of the session will depend on the climate of trust.

### **Tasks and procedure:**

1- The group facilitator will contextualise, by way of presentation, that every time we start a new activity, we do it for a reason. In this case, the group members will be asked what has been the motivation that has made them be there and what could managers do to feel more motivated.

2- Individually, the group members will answer a series of questions such as: why did I come to this activity, what is my state of mind today, what do I hope to get out of today, what am I willing to contribute today?

3- Everyone shares with the rest of the group their concerns and what they have answered to the questions that were first raised by the group facilitator.

An object can be added, so that each partner's turn to speak is respected. In other words, the only person who can speak is the person holding the object.

### **Conclusion and evaluation:**

The results will be taken into account in order to get to know the employees well and to provide the company with solutions to have more motivated employees.

At the end of the session we can carry out a small evaluation questionnaire to know the opinion of the workers and how we can improve.