Two motivations (#24, February 15, 2022)

I found there are interesting about motivations: one was motivation to start up. another was motivation to keep on going.

Of course there are many books and theories on the motivation. Even Dr. Melvin wrote about it and he said there are intrinsic and extrinsic motivations. Dr. Pink wrote three stages of motivations: primitive era, before modernism and after modernism. That's carrots and stick; giving ownership; and autonomous. Every books and resources were helpful for my understanding of motivation.

By the way, what I found that to startup motivation and keep on going motivation is totally diffetent, and most of leaders are satisfied in the startup stage. I mean they want to know how to motive people to startup. That's why many books have written for startup stages because customers looking for those books and still those are bestseller.

By the way what I am saying here that after startup they don't know how to motivate people to keep on going in the same ministry. If leaders don't know how to and also if they don't give proper motivation, people are thinking to leave the ministry soon or later. Because they don't feel they have to stay there any longer. That's why many ministry stops and close down once they couldn't solve this problems.

So motivation for keeping on going is indispensable especially for long-term ministry. Ministry leaders has to think of it much and many in this moment. For I had overcame this problems. First I have read many books how to make them keeping going. I found once staffs grew in the ministry I got challenges and look for the ways to get out which means I needed to grew as well, so many books on this level and talking with my mentor Dr. Melvin was helpful to overcome.

For leaders, I am saying here that we need artful leadership, skillful in this stage. Actually we don't need any text books what we read once we began, now we need different resources to keep on going.

Followers are only looking at us. How we are going, where we are headed effects to them directly.