

OVERVIEW: THE BOLD MOVE BRIEF

30 minutes | No slides | No fluff | Just one bold shift.

This is for team leaders to run simple, honest conversations with their teams. Here we explore what motivates your team and encourage them to think about what you can do as well as what they can do for themselves and each other to help their drive.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Let's talk about motivation - the kind that gets you out of bed on a Tuesday when you'd rather throw your laptop in the canal.

Motivation isn't just about willpower or attitude. It's about wiring - the invisible filters, needs, and drivers that shape how we show up, what drains us, and what fires us up.

Today we're going to crack that code, for ourselves and for each other."

Then ask your team:

- "What's one thing that really fires you up at work?"
- "And what's one thing that quietly drains your energy - even if you're good at it?"

Write the two questions on a flipchart or whiteboard.

THE REFLECTIVE THINK (5-7 MINUTES)

Say:

"We're all wired differently - that's the point. But most teams only ever talk about performance, not wiring. Today's about connecting the dots between what drives us and what drains us."

Ask:

- "When do you feel most motivated - when things are clear and steady, or when things are new and uncertain?"
- "Do you get your buzz from being recognised, from making progress, or from learning something new?"
- "If motivation runs low, what usually helps you reboot?"

Optional whiteboard title: "What fuels me / what drains me"

**LET'S
BUILD
OUR
ENERGY**

THE MOVE MAKER (10-12 MINUTES)

SAY:

"Let's turn this into action. You don't need a motivational speech, you need a strategy."

Ask the team to discuss:

- "What can we do as a team to feed more of the fuel and less of the drain?"
- "Where might we be clashing because of different wiring - and how could we flex for each other?"
- "What could I (as your manager) do differently to help you stay motivated in the way that actually works for you?"

THE BOOSTER ROUND (3-5 MINUTES)

SAY THIS:

According to research by Dan Pink, we all have three big internal drivers that keep our motivation tank full: Purpose, Autonomy, and Mastery.

- Purpose is the 'why'. It's knowing your work matters — that what you do actually makes a difference.
- Autonomy is the 'how'. It's having a sense of freedom, choice, and trust in how you get things done.
- Mastery is the 'growth'. It's that buzz you get from improving, learning, and seeing progress.

When work feeds these needs, motivation flows. When it doesn't — even brilliant people stall."

TEAM EXERCISE:

'Decode Each Other' - pair up for 3 minutes and guess each other's main motivator (Is it Purpose, Autonomy, or Mastery).

Then share what you got right and wrong (it's light, funny, and builds insight fast.)

Close with:

"Motivation isn't something you get; it's something you design. The magic is in knowing your wiring and flexing around others'. When you understand what drives us all we can multiply energy and enjoy what we do much more.."

Ask each person to complete this sentence:

"One thing that motivates me that my team might not know is..."

OPTIONAL: FOLLOW UP CHEEKY NUDGE

Subject: Motivation Decoder Check-In

Hey team - quick pulse check.

What's one small thing that's helped you feel more energised this week?

Or one tiny tweak that's made your work feel more like you?

Remember: friction isn't failure, it's feedback. The goal is to flex.

You've got this. Tiny moves, big motivation.

FAQ's & quick tips

BRAVE CONVERSATIONS, MADE BRILLIANTLY SIMPLE.

WHAT IS THIS?

It's a ready-made, low-prep discussion guide to help you run bold, honest, high-trust conversations with your team, each one tied to an episode of the Little Moves, Big Careers podcast.

Each one takes 30 minutes or less.

No slides. No jargon. Just real talk that builds clarity, trust, and confidence.

WHO'S IT FOR?

- Managers who want to grow their team, not just manage tasks
- Teams that are busy, bright, and often too quiet about what they need
- Anyone trying to create a more open, curious, and high-performing culture

DO I HAVE TO BE AN EXPERT?

Nope. You just need to be honest.

You're not delivering a TED Talk, you're creating space. These sessions are designed to feel like a team coffee with purpose.

EVEN IF YOU'RE THE ONE WHO'S MADE THE MISTAKES MENTIONED IN THE EPISODE... THAT'S OK. OWN IT. THAT'S HOW TRUST BUILDS.

WHAT IF THIS FEELS A BIT... AWKWARD?

It might and that's normal.

But remember: safe doesn't mean silent.

Growth happens in the "slightly uncomfortable but very real" zone. These sessions give you a script, a structure, and a shared language — so no one's freestyling.

HOW DO I PREP?

1. Listen to the episode or scan the Bold Move Brief
2. Print the conversation sheet or write the key question on a whiteboard/ flipchart
3. Invite the team. Let them know it's 30 mins, focused, and not performance review-y
4. Run it. Follow the four sections: Spark, Reflect, Move Maker, Booster
5. Send a follow-up nudge - we even give you the words

ANY TIPS FOR KEEPING IT FLOWING?

Top 5 Manager Moves:

1. Share first - model the behaviour, don't just ask for it
2. Keep it light at the start - a bit of humour goes a long way
3. Use a whiteboard or Post-its - visual = safe and clear
4. Timebox it - if people know it ends in 30 mins, they'll lean in
5. Don't fill the silences - give people space to think, then speak

FINAL REMINDER:

You don't have to have all the answers. Your job is to make it safe to ask better questions - the kind that lead to better performance, stronger trust, and way fewer "lumps under the carpet."

**YOU'VE GOT THIS.
AND WE'VE GOT YOU.**