

# Motivational dynamics

Understanding how to stay motivated: persevering, regaining momentum, and sustaining effort over time

## Pitch

Motivation is a dynamic system that is sensitive to context, feedback, meaning, and feelings of competence. This lecture provides a clear understanding of motivational mechanisms and concrete strategies for supporting sustained engagement, perseverance, and progress, even when the pressure is on.

## Target audience

Management, HR, managers, L&D teams, teachers, trainers, students, teams undergoing transformation.

## Objectives

- Understand the factors that trigger engagement or cause disengagement.
- Clarify the links between motivation, effort, performance, and confidence.
- Implement levers for perseverance: goals, feedback, environment, routines.
- Turn a drop in motivation into a strategic signal rather than a personal failure.

## Procedure

- Typical causes of disengagement: overload, lack of meaning, fear of making mistakes, attentional fatigue.
- Levers: autonomy, competence, belonging, clear objectives, visible progress.
- Intelligent perseverance: distinguishing between productive and fruitless effort.
- Relaunch strategies: micro-goals, actionable feedback, progress tracking, emotional regulation.

## Method and style

A practical, real-world approach, with organizational and educational examples, diagnostic tools, and directly transferable strategies.

## Expected results

An actionable understanding of motivation and a plan to maintain engagement based on concrete, measurable levers that are aligned with objectives.

## Options

- Business application: motivation, sustainable performance, change management.
- Education options: classroom engagement, effort, perseverance.
- Related workshop: individual or team motivation plan.

*The Learning Revolution by Dr. Sarah Chardonnens*