

Welcome to our virtual waiting room!

While you wait for the session to start, please take time to:

1. Mute yourself – audio and video
 - 1 in the picture
2. Visit the chat window
 - 2 in the picture
3. Check your name- update if incorrect
 - 3 in the picture
 - We are using these names to track attendance

BlueJeans Participant Screen

1. Camera mute, Audio Mute, Share your screen and Leave meeting
2. People roster, Chat, Apps and Settings
3. People roster detail

The screenshot shows the BlueJeans interface during a meeting. The main video area displays a group of four people in a meeting room. The top bar includes the meeting title 'Bev's Meeting ID: 3105551234' and icons for camera, audio, screen sharing, and leaving the meeting. A red '1' points to the camera and audio icons. The right sidebar contains the 'View People' panel, which is open to the 'WHO'S TALKING' tab. A red '2' points to the 'CHAT' icon, and a red '3' points to the 'PEOPLE' icon. The 'WHO'S TALKING' panel lists participants: 'Bev (me)', 'Anne', 'Board room', 'Daniel', and 'Drop from meeting'. A red '3' points to the 'Drop from meeting' option. Below the list are buttons for 'Mute All' and 'Unmute All'. At the bottom, there is a 'Send Meeting link to others' button with the link 'bluejeans.com/6786088830'. The bottom of the screen shows a row of video thumbnails for participants: Anne, Rachel, Daniel, Leopoldo, and a self-view. Annotations include: 'Who's talking' pointing to the 'WHO'S TALKING' tab, 'Hide menu' pointing to the top bar, 'View People' pointing to the sidebar, 'Click to see only who's talking (also shown by blue mic highlight)' pointing to the 'WHO'S TALKING' tab, 'Click pencil to change your name. Mute/unmute your camera or microphone.' pointing to the pencil icon next to 'Bev (me)', 'Note: only moderators (marked by a star next to the name) can also mute & unmute other participants' pointing to the star next to 'Bev (me)', 'Click name to see call details and connection stats. Moderator has ability to drop them from meeting' pointing to 'Daniel', 'Moderators only can Mute & Unmute All participants at once' pointing to the 'Mute All' and 'Unmute All' buttons, and 'Copy meeting link, & share with others' pointing to the 'Send Meeting link to others' button. Other annotations include 'Hide Video Thumbnails' pointing to the video thumbnails, 'Switch Video and Content Frames' pointing to the video thumbnails, 'Your self view, with quality bar and mic status' pointing to the self-view thumbnail, and 'Send Meeting link to others' pointing to the 'Send Meeting link to others' button.



Penn Medicine



Leading Yourself:

Learn how to identify your intrinsic motivations and use them to be even more effective at work



A link to the slides will be emailed at the end of the week

A COVID-19 Caveat

Pandemic Fatigue is real

Burnout in the course of dealing with a pandemic can make one feel **emotionally drained** and unable to function in the context of many aspects of life. Burnout can **lower motivation** and cause you to feel helpless, hopeless, and resentful.

Signs of Pandemic Fatigue. You are:

- Not as diligent about wearing a mask or washing hands
- Less careful about social distancing
- Getting enough sleep but still feel exhausted
- Feeling more impatient and more irritable
- Getting upset more easily
- Feeling unusually stressed by tasks or situations
- Not engaging in previously enjoyable activities
- Feeling hopeless about the future
- Consuming more alcohol, substances, or food
- Finding it harder to focus and concentrate



A COVID-19 Caveat



COBALT

Sign in

with my penn account

anonymously



Resilience in Difficult Times- Part 1- Calming the Mind

by Dr. Chris Peterson

PODCAST

This is an introduction into meditation, realizing that we live in our thoughts and the thoughts that we're telling ourselves are not always the reality of the situation. Through this practice, we work to bring ourselves back to our thoughts and learning how to be more present and in the moment. It's a continuum of practice, but you can start with taking time during the day to sit, turn off your phone, when you're driving, walking, etc. This practice helps you to re-train and create pathways in your brain, noticing your body and breath.

connect with support



David Mandell

Resilience Coach

No Fee

8:00am

9:00am



Karen Alkire, M.Ed

Resilience Coach

7:00pm



Kathleen Burke, PhD, RN-BC, CENP, FAAN

Resilience Coach

3:00pm

4:00pm



Kristina Kotecha, LPC

Psychotherapist

Available to employees in Philadelphia and Chester County

No Fee

10:30am

11:00am

11:30am

12:00pm

12:30pm

1:00pm

1:30pm

2:00pm

2:30pm

Why is motivation important?



- ▶ Motivated employees are more:
 - ✓ Effective at work
 - ✓ Creative
 - ✓ Satisfied with their work life
 - ✓ Influential members of the team
 - ✓ Optimistic about the future of their work
 - ✓ Collaborative

Two types of Motivation: Extrinsic and Intrinsic

The essence of motivation is energized and persistent goal-directed behavior.
When we are motivated, we move and take action.

Extrinsic



Financial or tangible rewards
given to employees

Intrinsic



Psychological rewards that
employees get from doing
meaningful work and performing
it well.

- Pride in your work
- Personal or professional growth
- Doing work that is inherently enjoyable
- Being a part of a team

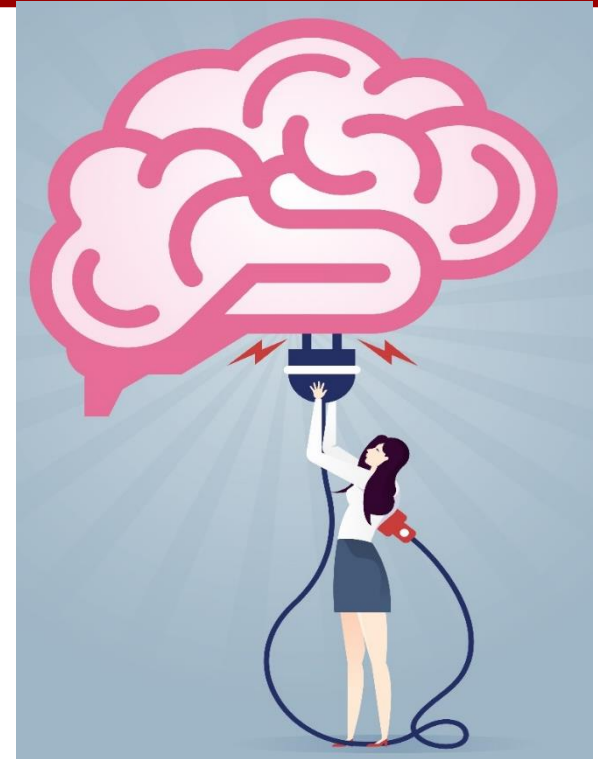
Intrinsic Motivation



Extrinsic motivation can diminish
a sense of independence



Intrinsically motivated employees
display more initiative



Internal motivation is flexible and
employee driven

Intrinsic Motivation

Motivation is a fire from within.
If someone else tries to light that fire under you,
chances are it will burn very briefly.

- Stephen R. Covey

What Motivates You: *Core Values*

- ▶ What makes your work meaningful to you?
- ▶ What is the purpose behind your work at Penn Medicine?
- ▶ Why do you work where you do?

To answer these questions you must first define what is most important to you: **your core values**



What Motivates You: *Core Values*

Define your core values



Core values are the beliefs you deem important, or even essential, in life.

- They are a set of fundamental ideals or practices that inform how you conduct your life, both personally and professionally.



What Motivates You: *Your Core Values and Penn Medicine*

Excellence

We will strive for excellence through creativity and innovation.

Integrity

We will be truthful, equitable and committed to intellectual honesty.

Diversity

We will foster intellectual, racial, social and cultural diversity.

Professionalism

We will achieve the highest standards of professionalism through ethical behavior, collaboration, self-education and respect for all members of Penn Medicine.

Individual Opportunity

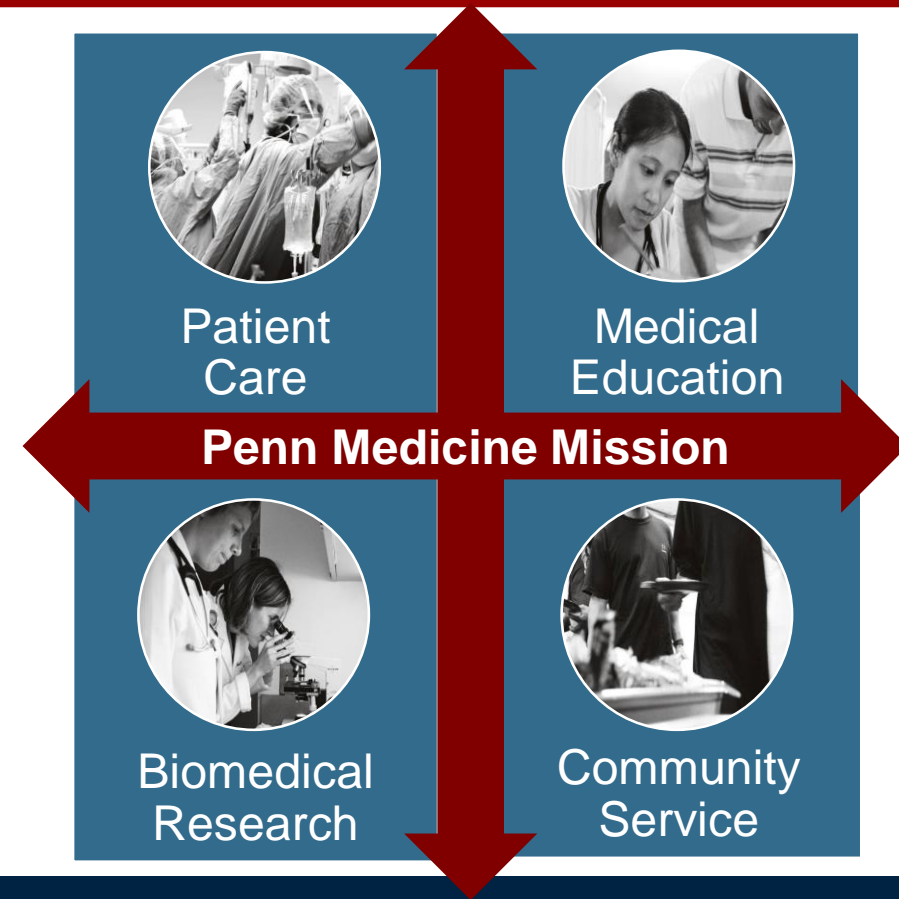
We support equal opportunity and individual creativity and innovation.

Teamwork and Collaboration

We will support each other and promote collaboration with our colleagues and thoughtful stewardship of University and Penn Medicine resources.

Tradition

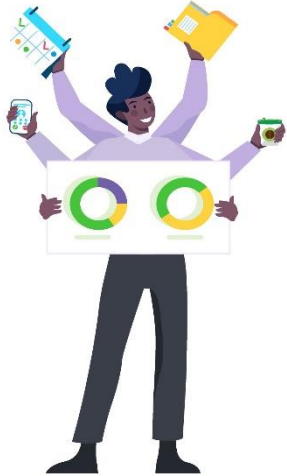
We will learn from our history, take responsibility for the future and promote the unique nature of the Penn environment.



What Motivates You: Self-Determination

Humans are inherently driven and motivated,
but the correct conditions need to be met for optimal self-motivation

Competence



The desire to feel effective
and in control of the
environment and the task.

Autonomy



The amount of freedom the
worker has to decide how
and when to do the work

Relatedness



The need to experience
personal relationships and a
sense of belonging

What Motivates You: *Competence*



The desire to feel effective
and in control of the
environment and the task.

- Work with your manager to identify performance and development goals
- Build a development plan
- Take action on your dream career
- Grow skills through on-the-job training
- Learn through Penn Medicine courses and LinkedIn Learning
- Get feedback to continue your positive cycle



[Soliciting Feedback](#)
[Receiving Feedback](#)

[Development Planning Tool](#)
[I want to find my dream career](#)



Penn Medicine

What Motivates You: *Autonomy*



The amount of freedom the worker has to decide how and when to do the work

- Think through how you can manage your day to keep yourself motivated
- Use your core values, Penn Medicine missions and your manager's direction to prioritize your work
- Consider using the RACI matrix to identify areas you could have more autonomy
- Vet your tasks with your manager
- Ask for stretch assignments



I want to find my dream career - [Accept stretch assignments](#)
[Responsibility Assignment \(RACI\) Matrix](#)



Penn Medicine

What Motivates You: *Relatedness*



The need to experience
personal relationships and a
sense of belonging

- Grow relationships with peers
- Recognize your colleagues for a job well done
- Collaborate with team members on projects
- Seek out mentors
- Build your network outside of Penn Medicine
- Find and follow experts in your field



[Building strong relationships](#)
[Identifying a Mentor](#)

[Penn Medicine High Five](#)
[Send a Shout Out to a Colleague](#)



Penn Medicine

How will you tap into your internal motivations?

Identify your Core Values and Connect them to Penn Medicine's Missions

Define your core values



Core values even es:
• They are life, both



Patient Care



Medical Education



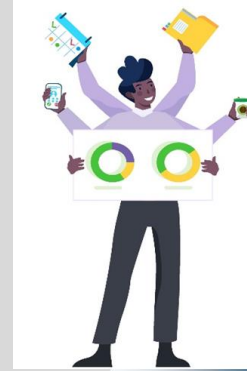
Biomedical Research



Community Service

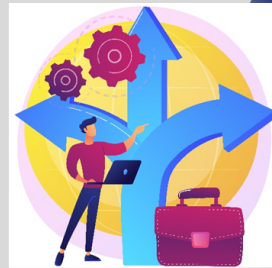
Penn Medicine Mission

Increase your Feelings of Competency, Autonomy and Relatedness



The desire to feel effective and in control of the environment and the task.

- Work with your manager to identify performance and development goals
- Build a development plan
- Take action on your dream career
- Grow skills through on-the-job training
- Learn through Penn Medicine courses and LinkedIn Learning
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Questions? Comments?

Penn Medicine Resources

- ▶ [PennCOBALT](#) a tool for the Penn Community that uses targeted assessments to direct you to the right level of coping support.
- ▶ [Lead Strong](#) Live discussions and curated resources for Penn Medicine employees around leading yourself and your team during adversity.
- ▶ [WELLfocused](#) a program dedicated to making living a healthy lifestyle easier, by providing tools, resources, educational campaigns and health-related challenges to help improve overall well-being
- ▶ [Penn Medicine Academy:](#)
 - Microlearnings:
 - [Creating a Feedback Rich Environment](#)
 - Job Aids:
 - [Soliciting Feedback](#)
 - [Receiving Feedback](#)
 - [Identifying a Mentor](#)
 - [Building strong relationships](#)
 - Pathways
 - [I want to find my dream career](#)
 - Tools:
 - [Responsibility Matrix](#)
 - [Development Planning Tool](#)

Articles

- ▶ [How to Keep Working When You're Just Not Feeling It \(hbr.org\)](#)
- ▶ [How to stay motivated while working from home \(cnbc.com\)](#)
- ▶ [How to Find a Mentor Who's Right for You | The Muse](#)
- ▶ [Tips for Successful Business Networking \(thebalancecareers.com\)](#)
- ▶ [Why Intrinsic Motivation Is So Powerful \(And How to Find It\) \(lifehack.org\)](#)

LinkedIn Learning

- ▶ [The Power of Motivation with Daniel Pink](#)
- ▶ [Mastering Self-Motivation](#)
- ▶ [Defining and Achieving Professional Goals](#)
- ▶ [Grit: How Teams Persevere to Accomplish Great Goals](#)

