

THE ICARE MODEL OF MOTIVATION

Key Questions

Behavior Clues & Key Strategies

INTEREST

What would make this more interesting?

BOREDOM, DISTRACTION, ANNOYANCE

Use the power of **curiosity** • Turn it into a game • Play music and move your body • Find out why it matters

- Find one thing you like about it
- Ask more questions
- Be willing to try it a new way

COMPETENCE

What smaller steps can I take & what do I still need to learn?

COPYING, GIVING UP, INCOMPLETION

Use the power of **scaffolding** • Start where you are

- Break it down into steps
- Fill skills gaps
- Make a plan
- Get organized
- Seek mentorship and support
- Enjoy the process
- Teach others
- Be honest about your level

AUTONOMY

What would give me more choice, influence, and control?

POWER STRUGGLES, REFUSING, BOSSINESS

Use the power of **choice** • Gather input • Find out what is fixed and what is flexible • Advocate for reasonable influence • Give or get power in other ways • Focus on what you do have control over • Take breaks • Go easy

RELATEDNESS

Who will be impacted if I do this and if I don't? Who can I invite?

CLINGINESS, WHINING, LONELINESS, CARELESSNESS

Use the power of **connection** • Schedule 1-on-1 time

- Find a partner or other good company
- Investigate the impact on others
- Share your gratitude
- Use your strengths
- Speak your love languages
- Be generous

EFFORT

What evidence do I have that I can improve & grow?

AVOIDANCE, SELF PUT-DOWNS, UNDERACHIEVEMENT

Use the power of **growth mindset** • Recall times you've learned and improved • Find the opportunities in mistakes and setbacks • Seek support in getting started

- Remember the power of "...yet"
- Be kind to yourself