



Leading Your Family and Church to Pivot and Not Panic

This article is provided by David Ferguson with the Great Commandment Network.

**FEAR
of the
unknown plus
FEAR
of not being
in control
can combine to
PARALYZE!**

People can't "self" motivate out of a crisis like we are experiencing. You have to lead yourself and then others through it. "Self" motivation is referred to in research terms as **INTRINSIC** motivation, whereby the inspiration or drive comes from within a person.

Intrinsic motivation is in contrast with **EXTRINSIC** motivation, through which a person is inspired by outside forces—other people or events that transpire and motivate.

COVID-19 and the radical changes it has wrought in the world and daily life are externally-driven changes, requiring "external" motivation through relationships. You didn't ask for any of this, but you **CAN** lead yourself and others through it!

This extrinsic or "relational" motivation in times of rapid change, high stress, and uncertainty is critical to leading yourself, family, and others effectively. The **creative leader's** motto in such times is "pivot, don't panic," and **FEAR** is one of the most powerful human motivators causing us instinctively to freeze, do nothing, move slowly, or not at all. How do **creative leaders** lead others through such turbulent times?

Suggestions for leading YOURSELF and OTHERS to pivot include:

1. Deepen relationships with God, your nearest ones, and those you lead.

External motivation and strength comes in relating to others. From an **intimacy therapy** perspective, this investment in meeting the **RELATIONAL NEEDS** of others impacts others with more hope-filled thinking, positive emotions, and improved behaviors.

- Relationships remind us of true priorities as we navigate rapid change.





- Relationships are some of the few things in turbulent times of change that can actually **IMPACT** when everything else around us seems “in control!”
- Relationships reassure us that we have value and significance even as we lack control of seemingly everything else.

2. Refocus on what you **CAN** impact.

Too much focus on what we can't do and don't have can become consuming.

- Hope is nurtured with a “can do” attitude.
- Hope helps guard our hearts from despair.
- Hope lifts our vision beyond these times and even this life.

3. Share celebrations often and widely.

4. Coming to know what **BEST MOTIVATES** those you lead provides great insight into how you can best serve them in these turbulent times.

5. Be the example of pivot, not panic that you want to inspire in others.



The Church as unUsual: *Motivation Keys Check-in*, powered by Gloop®

This is an important online assessment tool to better know, so that you can better care! Even stronger than **fear's** grip is **God's love** expressed through **us** to others, which can displace the fear and prompt grateful motivation to those we lead. (See 1 John 4:18–19.) Humans are hardwired for relationships, and with increased **care**, motivation, hope, and faith, we are revitalized even when changes are **EXTERNALLY** imposed.

Caring connections can reduce fear, revitalize faith, and motivate hope-filled action, but each person is relationally motivated in **DIFFERENT** ways. For example, some of us are motivated by:

- Being reminded of the goal and urged on toward it.
- Someone's commitment to face the unknown with us .
- Affirmation of our demonstrated endurance, determination, or creative potentials.
- Being reassured of caring acceptance even if we fail.

Noticing that each of the above motivation “keys” is uniquely different, the questions in the ***Creative Leader Check-in*** are designed for you to explore how **YOU** are best motivated from a range of 10 common motivators. As you consider each question in this easy to use three-to-five minute assessment you can identify no more than **TWO** where you can answer “THIS IS ME!”

[Take the check-in.](#)

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Motivation Keys Check-in
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