# What Drives Me? Discovering Internal Motivation

## ASPIRE Impact Network Self-Discovery Resource

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### INTRODUCTION

Sustainable change doesn't come from external pressure or temporary willpower—it emerges from connecting with your authentic internal motivations. When you understand what truly drives you from within, you can align your goals and actions with these deeper sources of energy and commitment.

This worksheet will help you explore your unique motivational landscape, identify what genuinely energizes you, and learn how to harness these internal drivers for lasting change. The goal isn't just to understand yourself better, but to develop practical strategies for activating your internal motivation when you need it most.

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### UNDERSTANDING MOTIVATION TYPES

Motivation generally falls into two categories:

| MOTIVATION TYPES | |
|---|---|
| **EXTERNAL (EXTRINSIC)** | **INTERNAL (INTRINSIC)** |
| • Rewards and incentives | • Personal satisfaction |
| • Avoiding punishment | • Alignment with values |
| • Social pressure | • Interest and enjoyment |
| • Praise and recognition | • Sense of purpose |
| • Status and competition | • Growth and mastery |
| • Deadline pressure | • Autonomy and choice |
| • Rules and requirements | • Connection to meaning |
| CHARACTERISTICS: | CHARACTERISTICS: |
| • Often fades over time | • Tends to be sustainable |
| • Decreases when external | • Persists without external |

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|   factors are removed     |   rewards or pressure       |
| • Can feel controlling    | • Provides sense of choice  |
| • May create resistance   | • Energizes rather than     |
| • Focuses on outcomes     |   depletes                  |
|   more than process       | • Enhances wellbeing        |
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**Reflection:** Think about times when you've felt highly motivated. What type of motivation was driving you?

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## MY MOTIVATION PROFILE

**Instructions:** Rate how strongly each of these potential motivators drives you, from 1 (not at all) to 5 (extremely strong).

**Achievement & Mastery**

- _____ Developing expertise in something important to me
- _____ Accomplishing challenging goals
- _____ Seeing measurable improvement in my abilities
- _____ Creating something I'm proud of
- _____ Solving difficult problems

**Achievement & Mastery Score: ____ / 25**

**Purpose & Meaning**

- _____ Contributing to something larger than myself
- _____ Living according to my core values
- _____ Making a difference in others' lives
- _____ Being part of a mission I believe in
- _____ Creating positive change in the world

**Purpose & Meaning Score: ____ / 25**

**Connection & Belonging**

- _____ Building meaningful relationships
- _____ Being part of a community or team
- _____ Helping or supporting others
- _____ Sharing experiences with people I care about
- _____ Being understood and accepted by others

**Connection & Belonging Score: ____ / 25**

**Autonomy & Freedom**

- _____ Making my own choices
- _____ Being independent
- _____ Having flexibility and options
- _____ Expressing my unique perspective
- _____ Directing my own path

**Autonomy & Freedom Score: ____ / 25**

**Growth & Learning**

- _____ Developing new skills and abilities
- _____ Expanding my understanding
- _____ Challenging my assumptions
- _____ Exploring new ideas or experiences
- _____ Becoming more than I am now

**Growth & Learning Score: ____ / 25**

**My top two motivational drivers are:**

1. _____

2. _____

**How these show up in my life:**

_____

_____

_____

## MOTIVATIONAL MOMENTS ANALYSIS

**Instructions:** Think about 2-3 times when you felt deeply motivated from within. These could be times when you were completely engaged, energized, or committed to something without needing external pressure.

**Moment 1:**

_____

_____

**What specifically motivated me in this situation:**

_____

**How it felt physically and emotionally:**

**What values or needs were being fulfilled:**

**Moment 2:**

**What specifically motivated me in this situation:**

**How it felt physically and emotionally:**

**What values or needs were being fulfilled:**

**Moment 3:**

**What specifically motivated me in this situation:**

**How it felt physically and emotionally:**

**What values or needs were being fulfilled:**

**Patterns I notice across these motivational moments:**

## MOTIVATION DRAINS AND BOOSTS

**Instructions:** Identify factors that deplete your motivation and those that enhance it.

**My motivation tends to decrease when:**

- [ ] I don't see the purpose behind what I'm doing
- [ ] I feel controlled or pressured by others
- [ ] I'm overwhelmed by too many tasks or choices
- [ ] I don't believe I can succeed
- [ ] The goal doesn't connect to what matters to me
- [ ] I'm physically depleted (tired, hungry, etc.)
- [ ] I feel isolated or unsupported
- [ ] I'm focused only on the end result
- [ ] Other: _____

**My motivation tends to increase when:**

- [ ] I have a clear purpose or meaning
- [ ] I have choice in how to approach things
- [ ] I can see progress and growth
- [ ] I feel competent and capable
- [ ] I'm connected to supportive people
- [ ] I'm physically well (rested, nourished, etc.)
- [ ] I'm appropriately challenged
- [ ] I focus on the process, not just outcomes
- [ ] Other: _____

**The biggest drain on my motivation currently is:**

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**The strongest boost to my motivation currently is:**

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## VALUES CLARIFICATION

Our deepest motivations often connect to our core values—what matters most to us in life.

**Instructions:** From the list below, circle 5-7 values that most resonate with you right now.

| | | | | |
|---|---|---|---|---|
| **Authenticity** | **Courage** | **Creativity** | **Compassion** | **Connection** |
| Contribution | Curiosity | Determination | Excellence | Faith |
| Family | Freedom | Friendship | Growth | Harmony |
| Health | Honesty | Innovation | Integrity | Justice |
| Knowledge | Leadership | Love | Loyalty | Meaning |

| | | | | |
|---|---|---|---|---|
| Openness | Peace | Pleasure | Power | Purpose |
| Respect | Responsibility | Security | Service | Spirituality |
| Success | Tradition | Wealth | Wisdom | Wonder |

**My top 3 values from those I circled:**

1. _____

2. _____

3. _____

**How these values could fuel my motivation:**

_____

_____

_____

## CONNECTING GOALS TO INTERNAL MOTIVATION

**Instructions:** For each current goal or area where you want to make changes, identify how it connects to your internal motivational drivers.

**Goal/Change Area 1:** _____

**How this connects to my purpose/meaning:**

_____

**How this connects to my values:**

_____

**How this offers growth/mastery opportunities:**

_____

**How this provides autonomy/choice:**

_____

**How this connects to important relationships:**

_____

**Goal/Change Area 2:** _____

**How this connects to my purpose/meaning:**

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**How this connects to my values:**

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**How this offers growth/mastery opportunities:**

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**How this provides autonomy/choice:**

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**How this connects to important relationships:**

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**Goal/Change Area 3: _____**

**How this connects to my purpose/meaning:**

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**How this connects to my values:**

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**How this offers growth/mastery opportunities:**

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**How this provides autonomy/choice:**

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**How this connects to important relationships:**

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## MOTIVATION BLOCKERS

**Instructions:** Identify your common motivation blockers and strategies to address them.

**Fixed Mindset Thoughts** Examples: "I'm just not good at this," "I'll never be able to change"

My fixed mindset thoughts:

Strategies to shift to growth mindset:

**Disconnection from Purpose** Examples: Forgetting why something matters, losing sight of the bigger picture

How this shows up for me:

Ways to reconnect with purpose:

**Overwhelm/Analysis Paralysis** Examples: Too many options, perfectionism, not knowing where to start

How this shows up for me:

Strategies to overcome this:

**Fear of Failure or Judgment** Examples: Worrying about others' opinions, catastrophizing potential outcomes

How this shows up for me:

Strategies to address this:

**Depletion of Physical/Emotional Resources** Examples: Burnout, fatigue, emotional exhaustion

How this shows up for me:

Strategies for renewal:

## HARNESSING YOUR "WHY"

Your deeper "why" is a powerful source of motivation that can sustain you through challenges.

**Instructions:** Explore your deeper reasons for the changes you want to make.

**The change I'm working on is:**

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**Surface-level why:** (First level—what do you immediately want?)

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**Deeper why:** (Second level—why does that matter to you?)

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**Even deeper why:** (Third level—what's at the core of this desire?)

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**Deepest why:** (Fourth level—how does this connect to your fundamental values or needs?)

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**How I can remind myself of this deeper why when motivation wavers:**

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## CREATING MOTIVATIONAL MOMENTUM

Small wins build confidence and motivation. Breaking down larger goals helps create this momentum.

**Instructions:** For an important goal, identify the smallest possible steps that would create a sense of progress.

**My goal:** _____

**Micro-steps I could take:** (Should take 5 minutes or less)

1. ---

2. ---

3. ---

4. _____

5. _____

**How I'll track and celebrate these small wins:**

_____

**How taking these steps connects to my deeper motivations:**

_____

_____

## DESIGNING YOUR MOTIVATION ENVIRONMENT

Your environment can either support or undermine your internal motivation.

**Instructions:** Identify changes to your physical and social environment that would support your motivation.

**Physical environment changes:**

- [ ] Visual reminders of my purpose/values
- [ ] Removing distractions and temptations
- [ ] Creating dedicated spaces for important activities
- [ ] Tools or resources that make progress easier
- [ ] Comfort and ergonomic considerations
- [ ] Other: _____

**Social environment changes:**

- [ ] Spending time with motivating people
- [ ] Limiting exposure to demotivating relationships
- [ ] Finding accountability partners
- [ ] Joining communities with shared goals/values
- [ ] Communicating my needs to others
- [ ] Other: _____

**Digital environment changes:**

- [ ] App settings that support focus
- [ ] Notifications that reinforce progress
- [ ] Content consumption that inspires
- [ ] Digital boundaries and limits
- [ ] Tracking systems for progress
- [ ] Other: _____

**The environmental changes I'll implement first:**

1. _____

2. _____

3. _____

## MY PERSONAL MOTIVATION PLAN

**Instructions:** Create a personalized strategy for maintaining and renewing your motivation.

**My primary internal motivators are:**

**Signs that my motivation is decreasing:**

**When my motivation dips, I will:**

1. _____

2. _____

3. _____

**Daily practices to stay connected to my deeper motivation:**

**Weekly reflection questions I'll ask myself:**

1. _____

2. _____

3. _____

**My motivation mantra or reminder statement:**

## REFLECTION QUESTIONS

1. What surprised you about your motivation patterns?

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2. How has your understanding of what motivates you changed through this exploration?

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3. What's one insight about your motivation that could make a significant difference?

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4. How might you apply your understanding of internal motivation to help others?

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## REMEMBER

- Intrinsic motivation is strongest when it connects to your authentic values and needs
- Motivation naturally ebbs and flows—this is normal, not a failure
- Different goals may tap into different motivational drivers
- The environment and people around you significantly impact your motivation
- Small wins create momentum that builds motivation over time
- Connecting to your deeper "why" helps sustain motivation through challenges
- Noticing and addressing motivation blockers early prevents major setbacks

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