Emotional Quotient (EQ) and the Missing Link to Motivation

In some circles, motivation is considered the holy grail of business tools. How do you motivate your employees so they are charged up and ready to go?

There are workplaces that seem to practically hum with their own brand of subdued excitement. If you see them featured in print or on TV, it’s because of how innovative and profitable they are. A look around the office shows that people who work there seem to bring their whole self to work. Nearly every person seems to explode with energy. More colorful, more vibrant, more dynamic. Ask them what’s new, and they will exuberantly talk your ear off about what their company is doing. And when you learn what the company is up to, you may ask yourself, “Why didn’t I think of that?”

Pass the Lightning in a Bottle, Please!

What you’re witnessing is motivation in action. When what people do for a living taps into what they really care about, they are fully engaged. It’s tempting to consider motivation to be a mysterious force of nature, hard to find or control, but it’s not. Some people have always had it, and it has gotten easier to figure out why—and how your company can tap into it. “Connect willpower to the inner drive that comes from values. Values are the missing link for motivation.” Bill J. Bonnstetter.

People are motivated at work when they feel that what they do is connected to something important to them. Every person has a set of underlying values that guide and motivate them in life, even when they are unaware of it.

As the study of superior performance in the workplace has advanced in recent years, so has the science of emotional intelligence. It turns out that businesses with a high EQ factor are successful at collaboration and creativity, in part because of their employees’ access to their own inner motivation. Inner motivation is an emotional intelligence skill, and just like learning to ride a bike, it can be learned through knowledge and practice.

Training in values and in EQ can help individuals tap into the values they hold dear, and in the process, tap into the inner motivation they’ve been looking for.

Contact Leadership Insight for a FREE on-line EQ Self Assessment at:

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