

# Motivation

## TLI–Vice President of Education

Bruce Moore, DEng  
ACS, ALB  
Hillcrest Toastmasters  
10 of 10 DCP since 2002

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# Toastmasters Materials Focus on Responsibilities; My Slides Focus on Actions to Achieve Goals

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DCP

Introduction

Speaker  
Groups

Fearful Speakers  
Undervalued  
Speakers  
Frustrated  
Speakers  
Disconnected  
Speakers

Toastmaster  
Tools

Scheduling Tools  
Speech Series  
Mentoring

Contact

- Achieve all 6 DCP Points
- Make sure Officers do Success Plan
- All officers fill out ALB form with dates for office
- Make sure that at end of year
  - 5 people with 5 speeches to CC
  - 2 people within 5 speeches to ACB, ACS, ACG

# VPE is Responsible for Six Distinguished Club Program Points

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- 2 CCs
- 2 more CCs
- 1 ACB, ACS, or ACG
- 1 more ACB, ACS or ACG
- 1 CL, ALB, ALS or DTM
- 1 more CL, ALB, ALS or DTM

# Motivation is Very Individual—One Size Does Not Fit All

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Speakers fall into a few different categories, each with different barriers to progress:

- Fearful speakers
- Undervalued speakers
- Disconnected speakers
- Frustrated speakers

Scheduling tools can influence speaker's progress

- Self-schedule
- VPE scheduled

# Some Terms for Motivational Techniques

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- Officer swarm
- Serial officer swarm
- Storytelling
- Interview
- Lunch

# Fear is a Huge Barrier for Most Club Members

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- Find out the cause of the fear
- If cause is an embarrassing moment, tell embarrassing stories and how you survived (storytelling)
- If cause is lack of confidence, learn the person's story and treat as "undervalued" (interview)
- Do an officer serial swarm...person is never the first to leave a meeting (serial swarm)

# Many Speakers Don't Value Their Life Story—Can't Come up with Speech Ideas

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- Varies from club to club
- Can have strong gender and ethnic trends
- Interview and pick out speech topics
- Serial swarm...help the person understand their value
- Help the person understand that anything that was hard to do would make a great speech

# Advanced Speakers Can Plateau and Become Frustrated

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- You must retain advanced speakers to act as mentors
- Advanced speakers frequently burn out and drop out
- Advanced speakers get praise in evaluations, but not coaching
- Invite an outside contest-winning evaluator to evaluate an advanced speech
- Invite an evaluator with specialized skills for a particular speech
  - A storyteller to evaluate a storytelling speech
  - A technical speaker to evaluate a technical speech



# Disconnected Speakers are Toughest to Motivate—Frequently a Little Fear, a Little Undervalued, a Little Frustrated

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**Disconnected  
Speakers**

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- May be disconnected from everything
- May not know what to do—afraid to ask
- Make sure the person knows the education plan
- Interview to help with speech ideas
- Serial swarm to make the person feel valued

# There are Several Different Scheduling Approaches

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- Self-scheduling via Google Docs—requires link
- Self-scheduling via Freetoast Host—requires log-in
- VPE push-scheduling—requires VPE work

# *Successful Club* and *Better Speaker* Series Speeches Make Good Last Minute Speeches

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- All club officers and everyone with a CC should have one prepared at all times
- Use to fill cancellations
- Log in to TM Store
- Search on *Successful Club* and *Better Speaker*
- Select "Digital Delivery" and put in shopping cart
- Check out
- You will get download link

# Mentoring of New Members Should Focus on Confidence and Topics

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- Confidence
  - New members may lack confidence...that's why they joined
  - New members may not think their story is interesting to others
  - New members with least confidence usually have most interesting stories
- Speech Topics
  - Meet with officer for lunch to come up with topics for first three speeches
  - Encourage new members to skim whole CC manual
  - Encourage new members to begin a notebook of speech topics

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Slides are in LaTeX/Beamer (a mathematics presentation tool).  
If you want the source file, send me an email and I will gladly  
give you a copy.