

# Dolphin K.E.Y.S to Motivation

The Dolphin K.E.Y.S are the essence of motivational communication. They complement but not intrude on the development of self-motivation. It is a four-step process focusing on a balanced state of mind, empathy, autonomy, and optimism.

**K***ill the shark and jellyfish.* Behavioural science tells us that pushing & micromanaging (shark) are counterproductive. Also, guiding is better than no direction (jellyfish). Thus, take a few deep breaths, get centered as a calm, present, Dolphin communicator.

**E***mpathy.* Empathy is a powerful tool to connect with others as it activates powerful mirror neurons and releases the trust hormone oxytocin. Put yourself in their shoes and make a statement of empathy!

**Y***our Goals.* Identify and express an understanding of the other person's goals. We all need a reason to take a step or make a change. Defining personal reasons builds autonomy and sets up the brain to release dopamine.

**S***upport success.* Create a positive support system by expressing optimism in success! If you can add a vision of success, you will activate serotonin.

*Ex: If you want to help motivate someone to go to the gym.*

*K – be a dolphin.*

*E – “Aww, you look a bit tired and sounds like it’s been a long day.”*

*Y – “Remember, you wanted to get fit before the big soccer game.”*

*S – “Come on, I know once you are there, you always feel great!”*

## **Dolphin P.O.D**

**P** *lay.* The play mindset and exploration leads to innovation!

Take healthy risks, embrace trial and error, and adapt to new situations.

**O** *thers.* Social connections with others leads to leadership!

Make communication, collaboration, and contribution a daily practice.

**D** *owntime*

Downtime and wellness leads to resilience!

Review practical downtime activities that can be integrated into everyday life.

