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Motivation

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# Goals and steps

What is your super bowl? Really important that you make sure that your daily steps are connected to your super bowl. Living and working inspired, kind of what Paul Manwarring teaches.

# Funding poverty

How to get a homeless person to a place of strength. Something broken within the person, he is never going to be able to take care of himself. That is not what he is talking about but 2/3 of the homeless people that would be able to take care of themselves. Don’t have the power to make money, a lot of these people don’t have people skills.

There is a way of thinking if you finance it you finance them further into poverty. Not the mentally broken people you have to take care off.

Proverbs 29:14 (ESV) If a king faithfully judges the poor,

his throne will be established forever.

Psalms 72:4 (ESV) May he defend the cause of the poor of the people,

give deliverance to the children of the needy,

and crush the oppressor!

# Tension

A man’s hunger urges one on. James says if you don't take care of the poor people that is a very bad way to deal with people as well. As you become leaders of our countries it is important that you deal with this well. By taking care of the poor person that could take care of himself you fund poverty.

Reward what you want, if you reward what you don't want you fund victims.

Funding laziness, if you don't want it make systems that reward what you want. Parable of the talents, we don't like to read it.

Jesus says if you don't take care of your money well you go to hell. Jesus didn't break it down in change and gives it to both guys, but He gives it to the one that made the most. The person that did what He wanted the most, got the most reward. Reward is a part of the Kingdom.

**If you're going to build a great anything you should learn how to work with people.** If you have 1 person with you, you should learn how to inspire them. A system of reward that encourages what you want them to do. I am the person that works harder, she gets the bonuses. You need to have a congruent system. A system that is congruent with everything else you believe.

# Volunteer and rewards

Commission for what they did. Part of leading people is knowing what motivates them. Older people were like I don't want the money at the end, you handle it. Sometimes you need to build a system around the people you have. Weaverville, who goes there? Besides Bill Johnson sent by God, go to the wilderness. We’ll look for you in 20 years. People born there, you go there to retire or because you're tired of the city, broken. Retirement or brokenness. Finding help is not easy. If you got a guy that is not performing it is not like here, but trying to motivate the guy who isn't great.

“You don't always get who you want” - Kris

Many of you will be working with volunteers, the good news is you don't have to pay them. The bad news is; there is a reason why you don't have to pay them! You can’t reward them with money, you got to figure out how to motivate someone without doing that.

There is a group of people that is not motivated by money, not a lot of people. Validation; when you're important I will pay you. A lot of volunteers and then they paid for a few people, then everybody who volunteered didn't come anymore. What I am doing is not so important. Figure out how you're going to make volunteering valuable.

Being a volunteer isn't a lesser person, if you're not careful you send a message that getting paid is the reward, you lose the volunteer culture.

# Mike’s Motivation

If people have the culture that is outside of them within them they are not motivated by money anymore.?

First 2 years he could motivate people by money. Worked for him for 7 years. In year 5 something shifted within him. His peer group made $3.000 a month, he made $3.500. When he made more than his friend he no longer would do extra stuff for money. He didn't know it, and he gave him raises. His capacity for work grew less and less. One day he realized that. He made the amount of money he always wanted to make, when he got there he didn't make anything anymore.

Last 3 years Mike was with him he had a lot of frustrated days, how do I get him back to motivation?

80% came in on phones, 3 other competitors. Excellent services. Implemented the system where reward was about winning. Winning, numbers on the wall. Mike always the best one they had, when he saw his chart he was scoring more points. Instantly he switched on, highly motivated. Mike liked significance more than he liked money. He found the Mike he had lost. Found him the last year and a half. Mike still wanted to feel like he could win.

# Individually members of one another

One call, one phone call. His competitors had hourly, and got 2% of everything they sold. Within 20 minutes with the countertop they had a fight, screaming at each other. The party of commissioning of the ship, everybody goes home. Auto parts guys knew that the mechanics had to buy from them, couldn't buy out. They made more money on the parts they sold. They have to buy from us, they don't have to have great service. We’ll give them fast service, get to them when we have time.

The Lord said: we’re individually members of one another. Romans 12?

If you can figure out how to make them individually parts of one another. It’s a mystery, a riddle. Why can’t God just give the answer? When one person suffers they all suffer, when one person suffers they all suffer. You have a system where when one person prospers, the others suffer. We’re individuals, but still members of one another. He thinks they are, but the system is rewarding what he doesn't want.

He went to work the other day, totally inspired, but acting depressed. Set up a plan, when the mechanics are doing 22.000 in labor, obtainable all my counterman will get an extra 500 dollars. It will reward them. When the counterman sells 32.000 will all get $500. Then they got a chart, they said I don't care you’re trying to manipulate us. They need all their parts and order + deliver them so that they all get $500. They got hooked together in prosperity.

Shop guys see the part guys chart, part guys see the shop guys chart. Up to that day they don't care, business guy stealing from us. 8 days before he hears his manager talking to Mike. Hey dude you guys need any parts over there? Give me a list by tomorrow I will get them for you. By the end of the first month all of them get rewarded.

Individually parts of one another, part guys suffer, shop guys suffer. Shop guys suffer, part guys suffer.

God knows how to motivate people!

Feedback and a culture?

Not always trying to change a culture, culture needs to be positive. We ask for honest feedback, you only get honest feedback if you punish them by arguing with them or giving them a cold shoulder. Don’t tell Kris the truth, that is what you will get.

Motivation

You need to ask the Holy Spirit how people are motivated. 52 people on my team, motivate them 52 different ways. Some raise my voice, the others disappear. What kind of people are motivated by the way you are normally. Way people are motivated around Paul they won’t be motivated the same way by me. Knowing how Susan leads, that person going to be motivated by them?

Hard when you're dreaming, who should you put there? Supposed to do it, we need to afford it. He gets frustrated with people that do that.

Facelift of the community, not a facelift. Gentrification.

He needs to think through it right now. Proverbs; he who gains through corruption gathers it for the righteous.

If you don't defend intellectual property in a nation you don't prosper. A cd and copying it, iPhone, device and sold it to everybody like certain countries are for. You won there, but didn't protect peoples. Only manufacturing, difference between the countries that innovate and invent. Difference is ideas. Ideas in America are worth more than land. Most people protect land like that. The Lord doesn't give revelation to you if you don't protect it.

Corruption always costs you, you get it here, but it gets you there. You think you won, but what happened was that you took away the possibility for people to be creative. You told your country to be a slave nation. Never going to invent anything anymore. Country famous for discovering electricity, internal combustion engine.