

Thriving in the Workplace

A one day workshop using the AMSP

Dr Michael Apter is the inspiration behind Reversal Theory; the world's most powerful account of human motivation. He is also the creator of the Apter Motivational Style Profile (AMSP). The AMSP is the key tool that enables insights from Reversal Theory to be best used to help individuals. Michael is delivering a series of highly regarded workshops at the prestigious Georgetown University in Washington.



Washington DC

Thriving in the Workplace workshops help people to become more effective at work and more fulfilled in their lives. It enables participants to identify the things that are limiting their performance and holding them back; it provides a systematic way for participants to positively change themselves and their approach to challenges at work.

The AMSP, underpinned by one of the most powerful and well researched theories of motivation, makes an outstanding contribution to this programme. Its emphasis on our changeability and flexibility, and its insights into how this can be harnessed to deal with the challenges that we face, is precisely what is currently required of a profiling tool. It is a profile that does not 'stick you in a box' but instead shows who you might be and what you might become.

The AMSP is the lynch-pin of this personal development workshop. It is the core tool for participants to create insight into themselves and the way they see the world. Personal changes they want to make in terms of behaviour are sustained by a corresponding change in mindset.

Participants:

- Understand how they and others are motivated.
- Establish a deeper and wider sense of their unique motivational potential.
- Gain clarity about how they could change and what the benefits of this would be.
- Develop strategies and techniques for a more effective and motivationally fulfilling work experience.
- Recognise how the shifting patterns of motivational life shape emotions.

The AMSP and Reversal Theory

The key insight is that our experience is shaped by a set of alternative ways of seeing the world.

People are driven by eight core motivational states - organised into four pairs of opposite states – and we are constantly moving through a dynamic pattern of reversals within each pair.

Performance and psychological health is maximised when people are able to experience all eight states, and match their state to the demands of the situation.

The Eight Motivational States



The Programme

This is a very interactive personal development programme which offers participants a real opportunity to look at their motivation at work and make changes to improve their performance and happiness.

Personal change is developed in this workshop through insights and techniques. Insights are developed as participants explore and respond to the feedback from the AMSP – mapping out for themselves how it impacts upon their real experience and the implications it has for how they deal with the experience of work.

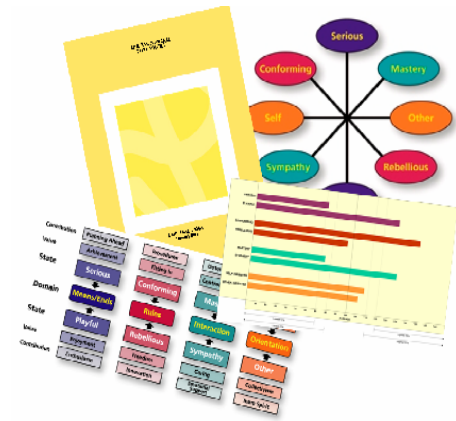
The techniques employed come from the ever growing Apter Profiling Toolkit, aimed at helping people get in control of their motivational states; influencing which states they are in and how they express them.

These techniques include: visualisation exercises such as ‘Eight Rooms’; ‘as-if’ role plays; personal narrative exercises in which people tell a ‘story’ about work from a different, even lesser used motivational perspective.

Throughout the day the emphasis is on dialogue and action and Mike as a facilitator keeps a high level of awareness not just on what people are saying and doing but **how** they go about the various activities. Often this highlights for participants the way their changing motivational states are influencing their unfolding experience.

What next?

More detail is available on using the AMSP to help people raise their performance at work. If you are not currently accredited to use the AMSP and are interested in using it; please contact us to find out how to become a Qualified Practitioner.



“...Life is full of possibilities again ...”

“I can’t believe how great the AMSP is and how much it has helped me to get more out of work. I feel reinvigorated and ready for anything.”

“This was the best training I have done, and has provided hours less of frustration and hours more of productivity because of it.”

Apter International provides cutting edge profiling and survey tools.

For more Apter International Case Studies, visit:
<http://www.apterinternational.com/casestudies>

For more information about our services, email:
enquiries@apterinternational.com

Apter International Offices:

The Innovation Centre, Epinal Way, Loughborough LE11 3EH UK
 Tel (+44) 01509 228896 Fax (+44) 01509 228856

7381 Clouds Hill Place, Manassas, VA 20111 USA
 Telephone (+001) 703 361 6061 Fax (+001) 703 367 9044



Professor Michael Apter
enquiries@apterinternational.com