

Topic: Motivation

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Welcome, welcome, welcome. My name is LaMorris Crawford and I serve on staff serving the Cincinnati Bengals of the National Football League, which in America is the highest level of American football. And today, we will be talking about **motivation**.

What's your why, for why you do what you do? What's your why for leading and influencing and coaching those who are following you.

So in the motivation realm, there's two sides of motivation:

There's the **extrinsic motivation**, which is the outside factors that influence your why, the outside things that might be putting you in a position to coach. In other words, it could be for rewards, it could be for status, it could be for money, for fame, that's an extrinsic motivation.

And **intrinsic motivation** is something that's in you. It doesn't necessarily have to do with an award. But it has to do with you doing what you do, for love. Doing what you do without an expectation in return. And so that's what we're going to be talking about today.

And when I think of motivation, I see it as the guiding factor on why we coach or why we lead, because **your why will always determine your how**, let me say that again, your WHY will determine your HOW. When you know why you're doing what you do. You set yourself on a course to do it the right way.

And so as I've been thinking about motivation, I've been thinking about two leaders in the Bible, Saul and David. David had a totally different motivation for why he did what he did, Saul had a completely different motivation as to why he led the way he led. And so Saul, we know, was the first king of Israel. God called him. He was tall, the Bible describes. He was very humble at the time. But as we read Saul's story, his motivation for why he led changed very quickly.

**EXAMPLE OF EXTRINSIC MOTIVATION:** And for the sake of time, I'm going to give one verse concerning Saul. In First Samuel, Chapter 15, Verse 24, the scripture says this: "Then Saul said to Samuel, I have sinned, for I have transgressed the commandment of the Lord, in your words, because I feared the people and obeyed their voice". So Saul feared the people.

**And so his motivation was extrinsic.** He was more worried about how people viewed him. And because of that, that's how he led. And so when you have the wrong why, you lead the wrong way. When you are in a space of leadership and influence, you can't look at the faces of the people that you're leading. Not everyone is going to agree with you. Not everyone is going to like you. So you have to make a decision that you're leading from a place to please God.

See, when you lead from a place to please the Lord, he infuses you. In other words, He puts something in you, so that you can lead with grace and integrity, and it's called his Spirit. So when you live from a place of the pain of the opinion of others, you will never lead effectively.

When you're motivated by what people think of you, or how people perceive you, you will never lead well.

And remember, leadership is influence. And so your influence will be determined by what's motivating you to lead. So that's an example of an **extrinsic motivation**. In Saul's case, he was worried about what other people thought.

I tell my players all the time: never allow another person's opinion of you to become your reality. So you got to live in God's reality. And God will give you what you need to lead in a way that's pleasing to Him. But you have to clarify your motives. It's about motives and what's motivating you. So that's an example of **extrinsic motivation**.

**EXAMPLE OF INTRINSIC MOTIVATION:** Let's look at an example of **intrinsic motivation**, which is David. See, when you go to Second Samuel, we see that David led in a way that was very different than Saul. He really wasn't worried about what other people thought he really wasn't concerned about what others thought of him. He really, really wanted to lead from a space where he was more concerned about what the Lord thought about him.

And so, David, the Bible says that, when he made a mistake, when he sinned, and the same Prophet came to him, Nathan the Prophet, he (David) said, I have sinned before the Lord. See, when Saul made a mistake in his leadership, and his motivation was exposed, he wanted to be upheld before the people. When David made a mistake and his motivation was wrong, he wanted to be made right before God. Why? His motive was different. David always wanted to please the Lord; David always wanted to do what was right before God. And leading is not about always doing it right! Leading is all about wanting to do it for God. And so sometimes we're gonna make mistakes, sometimes you're gonna fall as a leader. But listen, you get right back up again.

And so I want to challenge you today, to make it a point that you will be motivated by the grace and love of God. See, it's God's love, when it's in us, and that love is working through us, is where we can be influential in the spaces that we leave. So you're gifted, you're talented, God has gifted you in this space, but until you give that gift back to him as a sacrifice... When you do that, then God can multiply your influence and leadership. But it all starts with the motive of your heart.

I want you to continually ask yourself this question: why am I doing what I'm doing? Am I doing it to please men? Or am I doing it to please God? Am I doing it for status? Or am I doing it because I'm called to do it. When you can discern your why, when you can discern what motivates you, it will give you a space of influence like you've never seen before.

And so I pray that those words were encouraged into you, they were challenging to you. And I also want to challenge you to keep leading well.

Thanks for your time.