



Invest in Your Wellness with Wellness Works®

Welcome to the UBA Partner Firm exclusive newsletter focusing on your biggest and most personal asset – wellness.

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- Unlock Your Motivation: Ignite Your Drive for Success
- Book Review | *How to Change: The Science of Getting from Where You Are to Where You Want to Be*

Unlock Your Motivation: Ignite Your Drive for Success

Motivation can be the secret sauce that propels us to achieve success. But did you know that not all motivation is created equal? Individual [personality traits affect our goals](#) and how we face life’s challenges and demands. Understanding what motivates you is the key to unleashing your inner drive and unlocking your full potential. Let’s explore the two distinct motivational types: [promotion-focused and prevention-focused](#).

Promotion-focused individuals are all about growth, achievement, and taking daring risks. They thrive in dynamic and collaborative environments, constantly motivated by the promise of exciting rewards. They’re “in it to win it.”

On the other hand, prevention-focused individuals prioritize stability and security. They’re more risk-averse and plan to “not lose.” They are the masters of careful planning and meticulous execution, excelling in detail-oriented settings where avoiding mistakes and failures is paramount.

If you’re a promotion-focused go-getter, you:

- Set audacious goals that challenge and excite you.
- Embrace innovation and think outside the box.
- Surround yourself with fellow dream-chasers who share your passion.

If you're a prevention-focused guardian of stability, you:

- Mitigate risks by carefully planning and preparing for potential hurdles.
- Seek out a stable and structured environment that allows you to excel.
- Boost your confidence by becoming an expert in your field.

Once you've identified your dominant motivational focus, it's time to put it to work. Your focus guides what you value, what you pay attention to, the mentors you seek out, and how you feel when you reach or miss your goals. Understanding your motivations can offer insights into what drives others on your team, how they communicate best, and how to use different skill sets to achieve a goal.

Remember, understanding your motivational focus is just one key to personal growth and success. Align your unique drive and talents with your goals, tasks, and surroundings. Embrace what makes you tick, and let it propel you toward authentic and fulfilling achievements.

Book Review: How to Change: The Science of Getting from Where You Are to Where You Want to Be

In *How to Change: The Science of Getting from Where You Are to Where You Want to Be*, author Katy Milkman offers practical strategies for breaking old habits and creating lasting transformations. The book provides evidence-based insights into the challenges of change and presents a roadmap to overcome obstacles on the journey to personal and professional growth.

Highlights

Empowering Personal Growth. This book equips readers with valuable tools to take charge of their lives and make positive adjustments. By understanding the science behind change, individuals can set meaningful goals, overcome self-limiting beliefs, and build resilience, ultimately leading to a more fulfilling and purposeful life.

Relevance to Professional Development. Professionals from various fields can benefit from this book's applicable strategies to enhance leadership skills, foster a growth mindset, and excel in career development. Additionally, understanding the science behind behavioral change can empower professionals, including HR experts, to design more effective training programs and cultivate thriving work environments.

Credible and Evidence-Based Approach. How to Change distinguishes itself with its strong foundation in research and evidence. Readers can trust the science-backed principles presented in the book, providing a reliable resource to facilitate successful and sustainable changes in multiple aspects of life.

The Final Word

How to Change: The Science of Getting from Where You Are to Where You Want to Be is for individuals seeking personal growth and professional development. Its evidence-based insights and practical strategies offer a roadmap for overcoming challenges that can lead to positive transformations.