

MODULE 3: BEHAVIOR AND THINKING, MOTIVATION

Balancing Internal and External Motivation

LEARNING GOALS AND OBJECTIVES OF THE ACTIVITY

Objective n° 2

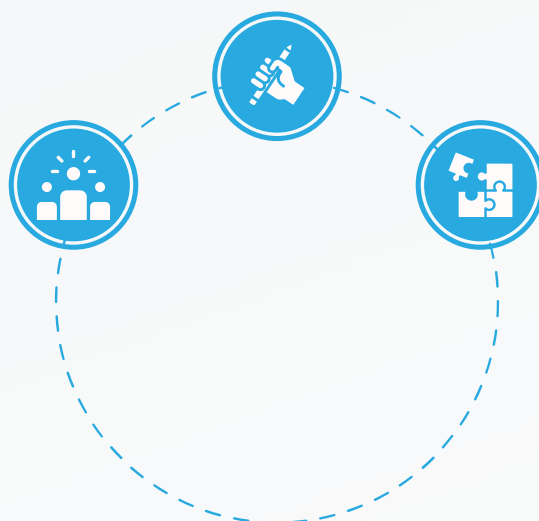
RECOGNISE THE ROLE OF BOTH IN RECOVERY

Explore how both types of motivation play a role in sustaining recovery, encouraging clients to develop a balance between intrinsic drive and external reinforcements.

Objective n° 1

DEFINE INTERNAL AND EXTERNAL MOTIVATION

Help participants understand the difference between internal motivation (personal satisfaction, growth, sense of achievement) and external motivation (recognition, incentives, rewards).



Objective n° 3

DEVELOP STRATEGIES TO STRENGTHEN MOTIVATION

Guide clients in identifying internal sources of motivation and aligning them with external rewards to maintain long-term engagement in their recovery journey.

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ACTIVITY DESCRIPTION AND MATERIALS

Activity description

1. Target group – Recovery mentors, adult educators, and social workers
2. Time – 1,5 hours.

1. Motivation Self-Assessment Worksheet
2. Case study handouts on internal vs. external motivation
3. Whiteboard for brainstorming and group discussions
4. Handouts with client profiles and motivational strategies

Materials

METHODOLOGY USED FOR THIS ACTIVITY



CONSTRUCTIVIST LEARNING

Participants engage in structured exercises that highlight how internal and external motivation impact behavior and recovery outcomes.



PROBLEM-BASED LEARNING

Participants analyse real-life scenarios to identify factors influencing motivation and discuss how to balance personal drive with external incentives.



LEARNING FROM PEERS

Participants share personal experiences and insights on what has motivated them or their clients in recovery, fostering collaborative learning.



EXPERIENTIAL LEARNING

Through role-play and self-assessment exercises, participants practice identifying and reinforcing internal and external motivation strategies.



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ACTIVITY 1: SELF-ASSESSMENT – UNDERSTANDING MOTIVATION SOURCES

Participants will complete a Motivation Self-Assessment Worksheet, ranking their own sources of internal and external motivation. They will then discuss in small groups how these motivations influence behavior and recovery.

Key Points:

- Encourage reflection on personal values and aspirations.
- Identify how external rewards can support internal motivation rather than replace it.
- Discuss how individuals can shift from being externally driven to developing stronger intrinsic motivation.

ACTIVITY 2: CASE STUDY – MOTIVATION IN ACTION

Participants will be given different case studies featuring clients at various stages of recovery. In groups, they will identify what internal and external motivational factors are at play and propose strategies to balance them.

Key Points:

- Explore different motivational drivers for individuals in recovery.
- Discuss potential risks of over-reliance on external rewards.
- Develop strategies to foster self-sustained motivation while still recognizing the value of external incentives.



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MOTIVATION SELF-ASSESSMENT WORKSHEET

This worksheet will help you assess what motivates you the most—internal (personal satisfaction, sense of achievement) or external (rewards, recognition, accountability).

For each statement below, rate how strongly it applies to you on a scale of 1-5:

(1 = Not at all, 5 = Very much)

Section 1: Internal Motivation

Internal motivation comes from personal values, growth, and self-fulfillment.

Statement	Rating (1-5)
1. I feel motivated when I accomplish something meaningful.	
2. I enjoy learning and improving myself.	
3. Personal growth is more important to me than external rewards.	
4. I take pride in my progress, even if no one else recognizes it.	
5. Helping others motivates me in my recovery.	
6. I set personal goals to challenge myself, even without rewards.	
7. I am self-driven and can stay committed even when no one is watching.	

Section 2: External Motivation

External motivation comes from rewards, praise, or recognition from others.

Statement	Rating (1-5)
8. I feel motivated when others acknowledge my success.	
9. Rewards and incentives help me stay on track.	
10. I push myself harder when there is a tangible outcome, such as a certificate or promotion.	
11. Praise from friends, family, or mentors keeps me going.	
12. External accountability (meetings, check-ins) helps me stay committed.	
13. I feel more motivated when I know someone is tracking my progress.	
14. Group support encourages me more than self-discipline alone.	

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Step 3: Reflection

Total Score for Internal Motivation: __ / 35

Total Score for External Motivation: __ / 35

Which type of motivation do you rely on more?

How can you strengthen your internal motivation?

What external rewards help you stay engaged?

What strategies can help you create a balance between the two?

Step 4: Action Plan: Strengthening Motivation in Recovery

Based on your scores, choose 2–3 strategies to strengthen your motivation:

I will set a personal goal for the next 30 days that aligns with my values:

I will identify one external motivator (support group, accountability partner, or reward system) to keep me on track:

I will track my progress by:

I will celebrate my achievements by:

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EXAMPLE CLIENT PROFILES AND MOTIVATION SCENARIOS

John – Over-Reliance on External Rewards

John, a 30-year-old in recovery, feels motivated when his counselor praises him or when he gets milestone rewards. However, he struggles to maintain motivation when external incentives are not present.

Help John identify personal values and set intrinsic goals that give him a sense of fulfillment beyond rewards.

Maria – Strengthening Internal Motivation

Maria, a 27-year-old in recovery from opioid addiction, has always been highly self-driven but finds it hard to recognize her own achievements.

Encourage Maria to track her progress visually and celebrate personal milestones, reinforcing internal motivation.

Liam – Finding Balance

Liam, a 35-year-old, enjoys recovery meetings because of the social support and recognition he gets. However, when he's alone, he struggles with motivation.

Work with Liam to develop personal daily affirmations and internal rewards for completing recovery steps.