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Pom-Poms & Purpose: Self-Motivation for Credit Professionals

Presented by: Tricia Crisman, CBF & Alaina Worden, CCE

1

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Steelscape Carson

2

Introduction



3

Understanding Self-Motivation

1. How it is crucial
2. When we need it most
3. Where it can stumble
4. What will help

4

Key Elements of Self-Motivation

- Purpose & Goals
- Positive Mindset
- Discipline & Creating Habits
- Accountability

5

Quiz Time

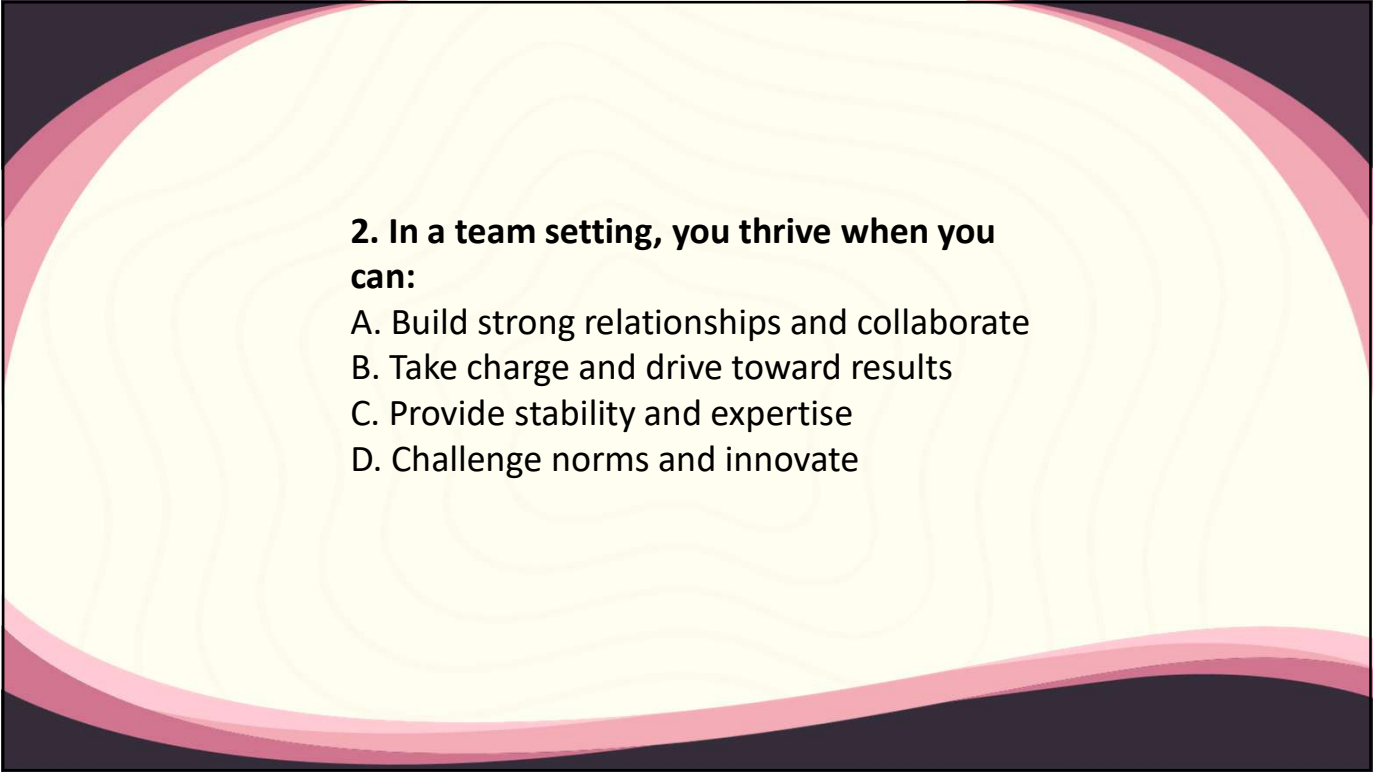
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1. When starting a new project, what excites you most?

- A. Working with others and feeling supported
- B. Setting ambitious goals and winning
- C. Learning everything I can to do it right
- D. Exploring new ideas and possibilities

7



2. In a team setting, you thrive when you can:

- A. Build strong relationships and collaborate
- B. Take charge and drive toward results
- C. Provide stability and expertise
- D. Challenge norms and innovate

8



3. What motivates you to keep going when things get tough?

- A. Encouragement from people I trust
- B. The desire to prove I can succeed
- C. Knowing I'm becoming more skilled
- D. Imagining what could be if I push through

9



4. How do you prefer to make decisions?

- A. By talking it through with others
- B. Quickly and confidently
- C. Carefully, after thorough research
- D. Creatively, considering future impact

10



5. What kind of feedback helps you grow?

- A. Supportive and affirming
- B. Direct and results-focused
- C. Detailed and constructive
- D. Thought-provoking and visionary

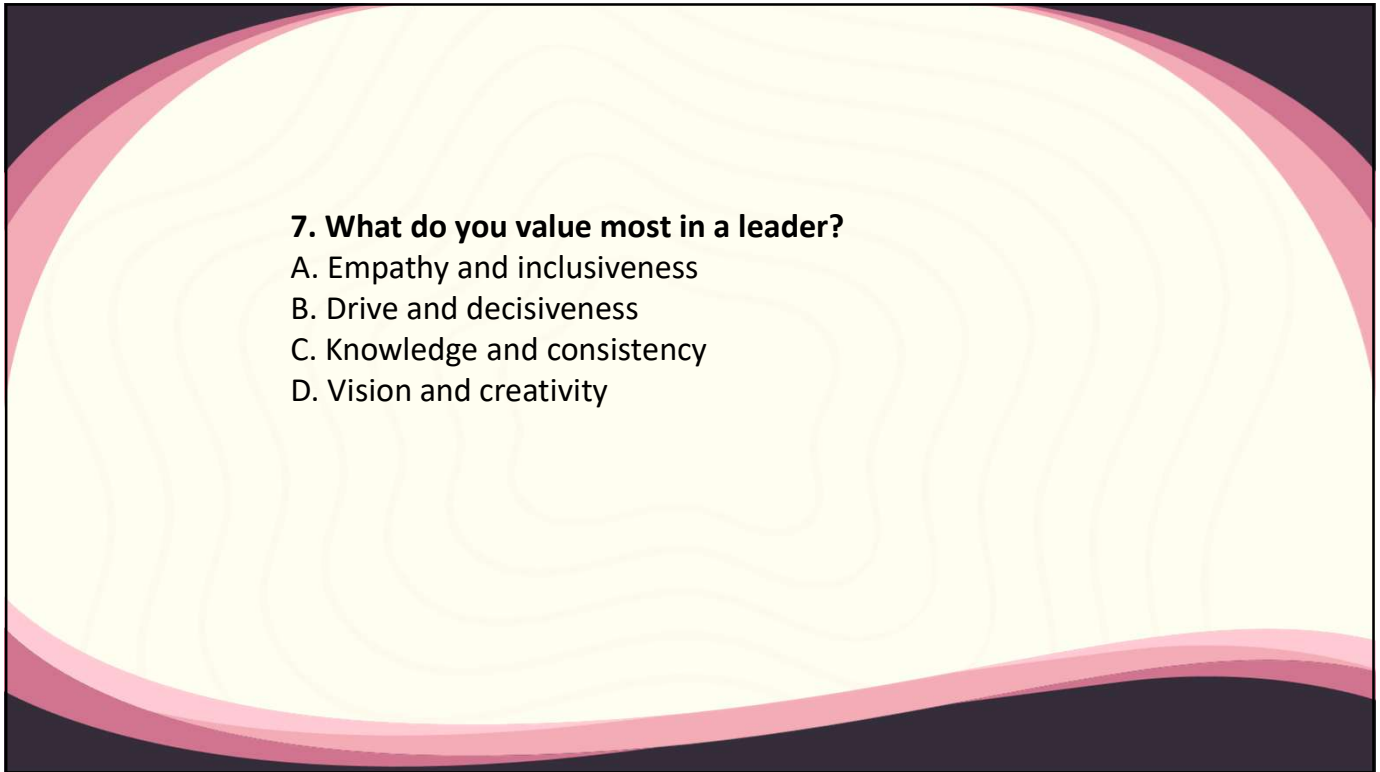
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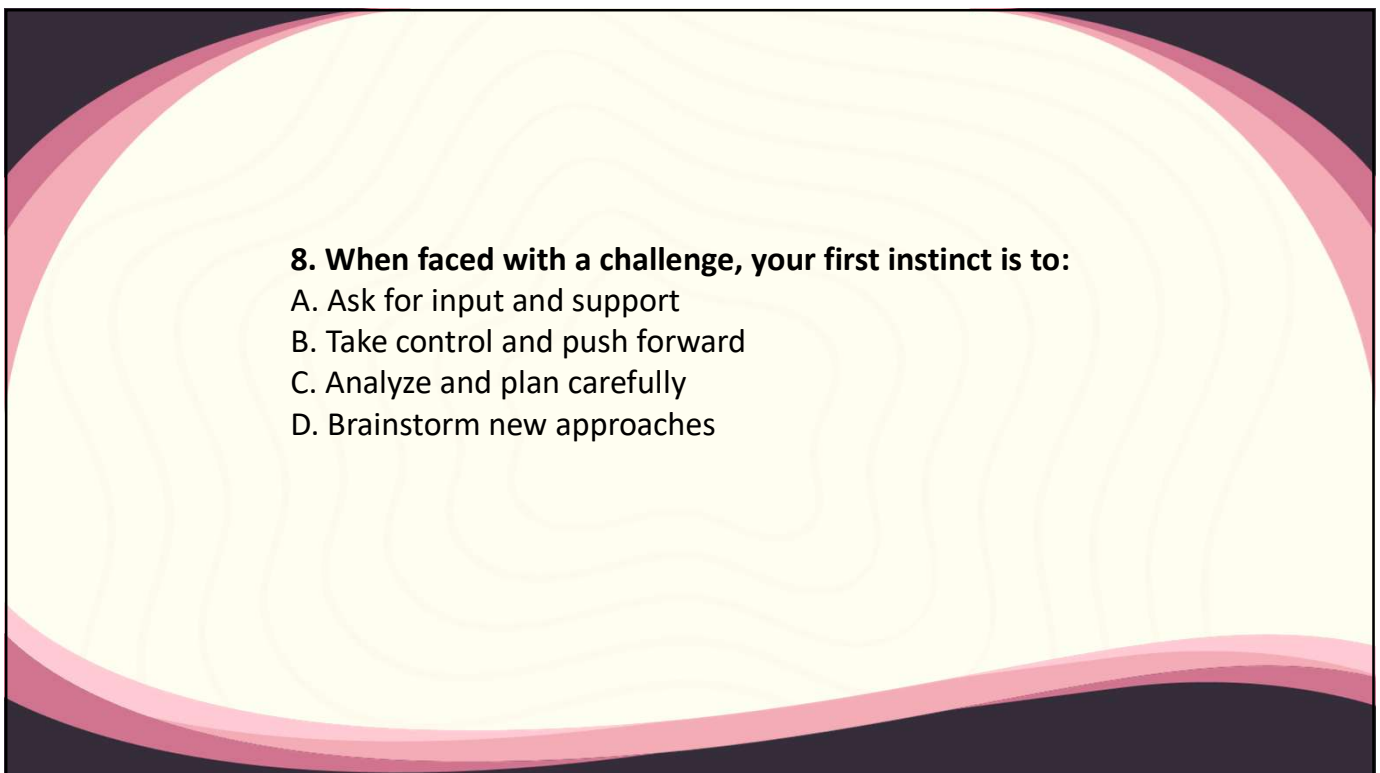
6. What's your ideal work environment?

- A. Friendly and collaborative
- B. Fast-paced and competitive
- C. Structured and predictable
- D. Flexible and forward-thinking

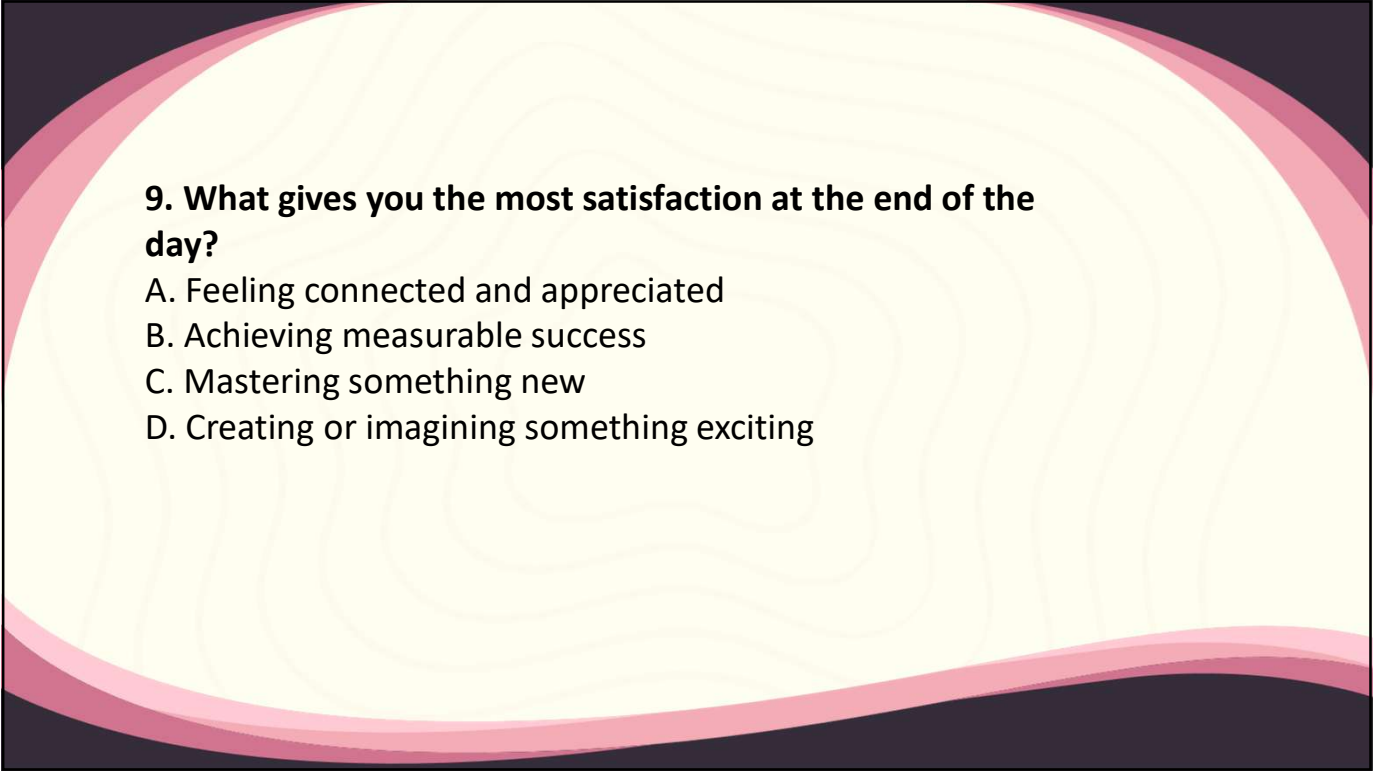
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13



14



9. What gives you the most satisfaction at the end of the day?

- A. Feeling connected and appreciated
- B. Achieving measurable success
- C. Mastering something new
- D. Creating or imagining something exciting

15



10. What kind of goals do you set for yourself?

- A. Relationship-building and team-oriented
- B. Ambitious and competitive
- C. Skill-based and knowledge-driven
- D. Innovative and future-focused

16

Circle one answer for each question.

1. A B C D
2. A B C D
3. A B C D
4. A B C D
5. A B C D
6. A B C D
7. A B C D
8. A B C D
9. A B C D
10. A B C D

Tally Your Answers

Count how many times you chose each letter.

- **A:** Total: _____
- **B:** Total: _____
- **C:** Total: _____
- **D:** Total: _____

17

What type of Motivation Moves You

Collaborator

Director

Stabilizer

Innovator

18

Mostly A's – COLLABORATOR

The Connection-Driven Motivator

Collaborators are energized by meaningful relationships and a sense of belonging. Their motivation stems from being part of a team, receiving encouragement, and knowing their contributions are valued. They thrive in environments where empathy, trust, and mutual support are prioritized. These individuals often seek harmony and inclusiveness, and they perform best when they feel emotionally connected to their colleagues or cause. Recognition, shared goals, and opportunities to uplift others are powerful drivers for them. Collaborators are natural communicators and nurturers, often acting as the glue that holds teams together.

Key Traits:

Values emotional safety and interpersonal trust
 Motivated by encouragement, appreciation, and shared success
 Thrives in collaborative, people-centered environments
 Often takes on mentoring or supportive roles

Best Environments:

Team-based projects
 Roles involving customer or peer interaction
 Cultures that celebrate empathy, diversity, and inclusion

19

Mostly B's – Director

Competition Fuels Excellence

Description:

Directors are driven by the thrill of competition and the pursuit of brilliance. They thrive in environments where goals are clear, stakes are high, and performance is measured. These individuals are energized by challenges and often take initiative to lead, push boundaries, and outperform expectations. They value efficiency, decisiveness, and tangible outcomes. Recognition, advancement, and winning are powerful motivators for Directors, and they often inspire others through their confidence and determination.

Common Traits:

- . Goal-oriented and ambitious
- . Competitive and assertive
- . Decisive and action-driven
- . Motivated by measurable success

20

Mostly C's – Stabilizer

The Calm in the Storm

Stabilizers find motivation in maintaining balance, structure, and mastery. They are often the steady hands in a team, preferring predictability and thoughtful planning over risk and spontaneity. These individuals are deeply committed to learning and becoming experts in their field. They value accuracy, dependability, and thoroughness. Stabilizers are motivated by the opportunity to build deep knowledge, contribute meaningfully, and ensure things run smoothly. They often serve as the backbone of organizations, providing calm and clarity in uncertain situations.

Common Traits:

- Detail-oriented and methodical
- Loyal and dependable
- Knowledge-seeking and analytical
- Motivated by expertise and consistency

21

Mostly D's – Innovator

Driven to Creative Futures

Core Motivation: Possibility through creativity, vision, and future-thinking.

Description:

Innovators are energized by ideas, imagination, and the potential for transformation. They are natural visionaries who enjoy exploring new concepts, challenging the status quo, and dreaming up what could be. Innovators thrive in environments that encourage experimentation and open-mindedness. They are often early adopters of new technologies or approaches and are motivated by the chance to create something original or impactful. Their thinking is expansive, and they often inspire others with their ability to see beyond the present moment.

Common Traits:

- Creative and curious
- Visionary and future-focused
- Open-minded and adaptable
- Motivated by innovation and change

22

Strategies to Boost Motivation

Director

Collaborator

Stabilizer

Innovator

23

What does an accountability partner offer?

Shared Commitment
Support During Challenges
Fresh Ideas and Feedback
Celebrating Success

24

Celebrates wins
Hold accountable
Empathizes with setbacks
Energizes efforts
Remind of “why”

25

Worksheet Work-out

This guided worksheet is designed to help **credit managers**:

Clarify professional and personal goals.

Boost motivation through structured reflection and celebration.

Build a strong accountability and support system using the **CHEER framework**:

Champion Helping Encourage Every Realization

(Celebrate wins, Hold accountable, Empathize with setbacks, Energize efforts, Remind of your “why”).

The worksheet will break down into **motivational categories**:

Formation – Outline risks, alternatives, and contingency plans for staying on track.

Beat the Clock – Construct a timeline for achieving goals.

Routine – Define structure and daily/weekly habits for sustained motivation.

Bounce Back Moments – Identify missteps, outline opportunities, and create positive next steps.

Pom-Poms – Celebrate wins and acknowledge progress.

[Workout Worksheet](#)

26

Wrap-Up & Takeaways

Motivation is personal

Accountability is key

Awareness + Intention + Support = Sustainable Motivation

27

Thank You



Workout Worksheet



Tricia Crisman, CBF - tricia.crisman@steelscape.com
Alaina Worden, CCE - alaina.worden@carsonteam.com

28