

MOTIVATION



The workshop on **motivation** is one of the most popular leadership workshops. It appeals to both a **regular student** and as well as a **student leader** alike.

Let's make it clear from the beginning that there is **no one thing that you can do to motivate everyone**, or even to motivate the same person every time. In fact, there is little you can do which will motivate others at all.

You can only **motivate yourself**, but you **can create an environment** that will allow others to motivate themselves. The task of a **leader** is not "motivating others" but rather **helping their team members to unleash and harness their own motivation**. The secret to motivation is actually quite simple.

COMMON GOALS AND DESIRES

Positive Attitude

- A positive attitude is **contagious**.
- As a leader you need to constantly **demonstrate enthusiasm for the organization**. After all, if you don't, why should your team members?
- Rather than pointing out negatives, **concentrate on the positives; what is going well, the strengths of your organization**. Don't let negative attitudes of members sidetrack you.
- A positive attitude will help to trigger **humor and creativity**.
- Above all, keep the organization **fun**. As students, your members already have plenty of work to do. Balance business with pleasure. Be sure to plan events that are enjoyable to keep members excited about your group.

- **Never waste their time** with inefficient or poorly planned meetings.

Praise and Rewards

- When things go well, **point it out publicly and thank those who contributed.**
- Remember **small recognition** will go a **long way** in assuring that those members will help again in the future.
- **Award the group** when things go well by planning a social. Give **small rewards** at the end of a semester or after a large project is completed.
- Let the members see how they **gain personally** from their participation.
- **Invite Career Services** to explain how their participation can **translate to career opportunities.**

Status

- **People want to feel important.**
- They need to feel that they have **some credibility.**
- One of the simplest, yet most valuable methods to make your team members feel important is to **use a person's name often**, and to **treat them with courtesy. Ask individuals for their help on important projects.**
- Give your team members responsibilities that **challenge** them and **acknowledge** their contribution to the group.
- **Delegation increases** their **motivation** and **decreases** your **workload.**
- Give them a **position** or title that **shows their status.**
- Demonstrate how **group success** translates to **personal gain.**
- As a rule, **people** want to belong to a **winner.** Let them see how **your organization** is or **can be a winner** with their support.
- Give members a **chance to show off their talents.**

Communication

- As a leader you must keep your **group informed** and **involved** in the decision-making process.
- Seek **group input** and ideas regularly, and give audience to all suggestions. **Solicit input** from **quieter members. Ask for advice.**
- Allow the group to **determine well-defined goals** with which they can all agree.
- Then clearly define, as a group, the **responsibilities of each group member** in achieving those goals. Your members are more likely to go along with your ideas if they think they thought of the idea first.
- **Allow time** at each meeting for **members to communicate progress** toward those goals, and use **newsletters or e-mail** news groups when meetings are not possible.

- **Point out progress** as it occurs. Most importantly as a leader, listen to those around you. **Listen** to their needs, concerns, and problems.
- Don't automatically try to solve everything for them. Most of the time, just listening is enough.

Security

- Some of the **main reasons** students join an organization are to be a part of a group, **meet and interact** with others, and to have a **sense of contribution**.
- **Support** these needs by allowing plenty of time and **opportunities for social interaction**.
- **Create a team identity**.
- **Ensure** that group members are taught the **skills** that will be required to **effectively contribute**. Allow future leaders to **develop their abilities** by assigning them **key responsibilities** and assisting them in the completion of these tasks.
- **Never stop teaching** your team **new and better skills**.
- **Explain** how each individual is vital to the success of the organization.
- Get people **motivated** by getting them involved.
- Not everyone can be a star player, but they can **all contribute**. Everyone is **enthusiastic** when they see their ideas and contributions as part of the whole.
- Always **praise in public**, but **criticize in private**. As a leader, members will look to you for reinforcement and support.
- They must know that you **like them, respect them, and accept their strengths and weaknesses**.
- **Be honest** with them and let members know where they stand.
- Team members will feel secure with a leader who remains calm during difficult times, can be **decisive** when necessary, and who takes **the initiative** to handle problems as they arise.
- In bad times, **encourage** team members to stick together for moral support.

Beliefs

- **A person's faith in a capable leader, achievable goals, and beneficial purpose can serve as a powerful motivator**.
- Believing in what you do gives you a sense of cause and direction.
- Allow members to **help shape the goals and purpose of the organization**, and contribute to the achievement of both.
- **Constantly remind** the group of its goals and the progress being made to achieve them.
- Show your **willingness** to do your share, and be able to show that you have put forth your best effort.
- **Never ask** the team members to do something **you aren't willing to do yourself**.
- **Spend the time and effort** necessary to develop your own leadership skills so that, as a leader, you **inspire confidence** in your team members.
- We are **social creatures** by nature. People need people.