

# MOTIVATION

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“Nobody in your organization will be able to sustain a level of motivation higher than you have as their leader.”

*Danny Cox*

“The most vital task of the leader is to motivate, inspire, empower and encourage the team's primary resource -- the unlimited, creative human potential to find better ways.”

*Dr. Lewis Losoncy*

## 2007-2009 Altrusa International Leadership Development Committee

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“Embracing the World” as Leaders in Service calls on us to sometimes “motivate” our fellow Altrusans to help with a service project, serve on a Committee or as a Club Officer or any number of other duties or projects where help is needed. As working professionals, we are often confronted with situations where a little positive interaction will help the team achieve its goals and objectives.

Many things influence our behavior and our motivation. Some of those things are: current personal situation, past experiences, present work situation, the reward system, the managerial system, group relations, the company culture, perception and personal values. Each of us is motivated by different things at different times.

The most important thing you should know about motivation is **you cannot motivate others.**

**Motivation comes from within -- people motivate themselves.**

The only thing anyone else can do is to create the conditions for people to motivate themselves.

There are things you can do to create those conditions and set the tone that will inspire others to become motivated. Let's look at few.

**Positive thoughts motivate.** If you are the leader of the team, recognize the team successes and thank the members of your team. As a member of the team, compliment other members on their success.

**Enjoyment motivates.** As the team leader, find out what people like to do and have people do the job they like whenever possible. Incorporate fun activities such as lunch together. As a team member, smile.

**Feeling important motivates.**

No matter what part of the team you are, ask members for their opinions. Listen intently. Give credit when you use someone's idea.

**Success motivates.** Set clear and reasonable goals. As a member, when you reach your goal, advertise your success. As a the leader, acknowledge the success and thank the team members.

**Personal benefits motivate.**

As the leader, state how group members can personally gain from an activity. As a member, keep the personal benefits in mind. If not successful, analyze why.

**Clarity motivates.** Everyone on the team can plan their messages, oral or written. Take time to communicate clearly. Check on the understanding of your messages.

If we remember to be positive about our Altrusa experiences; enjoy the activities and other members; consider other's opinions; celebrate our successes; thank members who have contributed; take advantage of the personal benefits of being a member; and clearly state our intentions, then we will be motivated to ensure that Altrusa will grow and will create an atmosphere for others to motivate themselves.

