

# Leadership Competency Development Guide

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## Achievement and Motivation

DEMONSTRATING THE MOTIVATION TO WORK HARD, BE SUCCESSFUL, ACHIEVE DIFFICULT GOALS, AND COMPLETE CHALLENGING TASKS.

**Did You Know?** Aggregate data from SIGMA’s web traffic analysis indicates that Achievement and Motivation is the most clicked-upon skill in SIGMA’s [Leadership Competency Framework](#).

## Development Activities

On the Job	<ul style="list-style-type: none"> <li>Consider what motivates you; make a list of internal and external drivers of motivation. Internal drivers may include a sense of purpose, loyalty, or simple enjoyment of the work itself. External drivers may include benefits, vacation time, compensation, recognition, or opportunities for networking and advancement.</li> <li>Set a goal that is aspirational and challenging. Break down the goal into smaller tasks and create an action plan for how you will accomplish those subtasks.</li> <li>Take five minutes at the start of each day and make a short list of what you would like to accomplish; prioritize your goals so that you know which must be done that day, and which can be re-allocated if more pressing matters arise.</li> <li>When setting goals, make sure they are specific, measurable, attainable, relevant, and time-bound (<a href="#">SMART Goals</a>); this will help you stay motivated and make it more likely that your goals will be achieved.</li> <li>Share your goals with a manager or co-worker. Accountability can be a great motivating factor and improve the probability that you will achieve your goals.</li> <li>Recognize and celebrate your personal and team accomplishments to boost motivation and reinforce a sense of accomplishment and self-efficacy.</li> <li>Keep an ongoing resume of accomplishments; building this record can be motivating and rewarding in and of itself, but it will also prove useful for recalling and speaking about your accomplishments when necessary.</li> <li>Consider whether you are working to the best of your abilities. If not, think about goals, habits, or rewards you can put in place to help you do your best each day.</li> </ul>
Coaching	<ul style="list-style-type: none"> <li><a href="#">Meet regularly with a coach</a> to plan on-the-job development activities and receive feedback and support on your motivation and achievement.</li> </ul>
Self-directed	<ul style="list-style-type: none"> <li>Hold informational interviews with managers in your organization to learn what works for them; ask how they motivate themselves and their team and maintain high standards for achievement.</li> </ul>
Group Training	<ul style="list-style-type: none"> <li>Attend an informational <a href="#">Lunch and Learn session</a>.</li> <li>Have team meetings to share what motivates each individual member of the group, then set achievement goals together. This will help teams understand each other’s drivers of motivation and hold one another accountable to collective goals.</li> </ul>

## Resources

Leadership Series	SIGMA's <a href="#">Leadership Series</a> provides additional information about the importance of each competency, as well as practical tips and tricks for development. Download the Leadership Series for Motivation and Achievement here: <a href="#">Great Leaders Foster Achievement and Motivation</a> .
Articles and Books	<ul style="list-style-type: none"> <li>▪ <a href="#">Motivation: How to get started and staying motivated.</a></li> <li>▪ <a href="#">How to Motivate Yourself: 11 Tips for Self-Improvement.</a></li> <li>▪ <a href="#">How to Set Goals and Achieve Them.</a></li> </ul>
Videos	<ul style="list-style-type: none"> <li>▪ <a href="#">How to Stay Motivated – The Locus Rule.</a></li> <li>▪ <a href="#">The Puzzle of Motivation.</a></li> <li>▪ <a href="#">To achieve success, start detecting your small wins.</a></li> </ul>
Podcasts	<ul style="list-style-type: none"> <li>▪ <a href="#">The Science of Success</a> with Matt Bodnar.</li> <li>▪ <a href="#">How to Fail</a> with Elizabeth Day.</li> <li>▪ <a href="#">Tiny Leaps, Big Changes</a> by Gregg Clunis.</li> </ul>

## SIGMA Can Help

Since 1967, SIGMA has helped thousands of organizations across North America develop their people potential and increase organizational effectiveness. Explore our assessments, coaching, and consulting services below, and contact us if you would like to speak about creating a custom plan for your organization.



### [Leadership Skills Profile – Revised™ \(LSP-R\)](#)

Take our flagship leadership assessment to see how you score on “Achievement and Motivation.”



### [High-Potential Talent Development](#)

Use SIGMA’s scientifically validated, industry-tested tools to give your talent development a strong start.



### [Coaching with a SIGMA Consultant](#)

Participate in one-on-one coaching with SIGMA’s expert consultants.

## Speak with a Consultant



If you would like to speak with a consultant about what achievement and motivation looks like for you, contact us today. We are happy to share what we’ve learned from client experience and talk about the specific needs of your organization and your team. Give us a call! We’re always happy to chat.

[1.800.401.4480 ext. 233](tel:18004014480)

Email Glen