

Leadership Competency Development Guide

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Motivating Others

SHOWING ENTHUSIASM AND PROVIDING ENCOURAGEMENT, RECOGNITION, CONSTRUCTIVE CRITICISM, AND COACHING TO DIRECT REPORTS.

Did You Know? Studies have consistently shown that intrinsic motivation leads to increased persistence, greater psychological wellbeing, and enhanced performance.¹

Development Activities

On the Job	<ul style="list-style-type: none"> Practice providing recognition. Every day, give one colleague a specific compliment or note of appreciation for their work or presence at the office. Connect work to a larger purpose. Help team members understand the broader impact of their work and how it contributes to the organization's mission and goals. <i>If you are a leader</i>, meet with each of your direct reports and ask what motivates them. Use questions like, "What do you enjoy most about your role?", "What makes you excited to get out of bed in the morning?", "Why did you initially choose this line of work?" Incorporate what you hear into delegation, recognition, and rewards. <i>If you are not a leader</i>, you can still ask your co-workers these questions over lunch or 'around the water cooler.' Then, look for ways to give motivation-specific encouragement, even if you are unable to provide tangible rewards. Go out for lunch or dinner with your team and get to know each other's goals, aspirations, and future plans. Develop positive relationships. Camaraderie between co-workers can be an incredible motivator and help teams work together more efficiently and effectively.
Coaching	<ul style="list-style-type: none"> Meet regularly with a coach to plan on-the-job development activities and receive feedback and support on how you motivate others.
Self-directed	<ul style="list-style-type: none"> Hold informational interviews with managers in your organization to learn what works for them; ask how they motivate others and maintain motivation among their team.
Group Training	<ul style="list-style-type: none"> Attend an informational Lunch and Learn session. <i>If you are a leader</i>, practice motivating others within your team. Think about the challenges your employees are facing collectively as a group. Draft a brief presentation including a short speech, and perhaps a video, song, or an activity. Spend 30 minutes or an hour motivating your team. Make it personal; share stories from your own life and career. Leave room for reflection, discussion, and question and answer at the end. <i>If you are not a leader</i>, ask your supervisor if he or she would be willing to let you run a short meeting to discuss motivation. Ask each of your team members to come prepared to share what motivates them and give one idea of how the team's process or goals could be changed to boost their motivation. As a group, select one or a few goals and decide how you will implement them together.

Resources

Leadership Series	SIGMA's Leadership Series provides additional information about the importance of each competency, as well as practical tips and tricks for development. Download the Leadership Series for Motivating Others here: Great Leaders Motivate Others .
Articles and Books	<ul style="list-style-type: none"> ▪ How to Motivate Your Problem People. ▪ 8 Things the Smartest Leaders Do to Motivate Their Employees. ▪ How to Motivate Your Team. ▪ Motivate Your Team: 25 Ways to Increase Employee Engagement.
Videos	<ul style="list-style-type: none"> ▪ Stop Trying to Motivate Your Employees. ▪ 3 ways to create a work culture that brings out the best in employees. ▪ The Simple Way to Inspire Your Team.
Podcasts	<ul style="list-style-type: none"> ▪ How to Motivate People, with Dan Ariely. ▪ How to Motivate Others with Brendon Burchard.

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 “Motivating Others.”



[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 motivating others 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

¹ Souders, B. (November 5, 2019). The Vital Importance and Benefits of Motivation. *Positive Psychology*. Retrieved from <https://tinyurl.com/mtxk6vvp>.