

# QUICK TIPS

**Important questions that help your effort to motivate:**

- Are the members aware of what is expected of them? Does he/she know what to do?
- Are the members aware of their performance with respect to their organizational duties?
- Are the members aware of the standards, if any, that are related to their performance?
- Do the members recognize the importance of the commitment and tasks associated with being an effective organization?
- Do the members see the need to be active?
- Are the activities too simple?
- Do the members lack appropriate skills?
- Can the members work independently as well as in a group?
- Do the members lack confidence or self-esteem?
- Are the members persecuted after a mistake?



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# LEADERSHIP DEVELOPMENT TIPS

# MOTIVATION



*“That which we persist in doing becomes easier—not that the nature of the task has changed, but our ability to do has increased.*

*Emerson*

# LEARN MORE ABOUT MOTIVATION!

The ability to motivate others has long been an accepted hallmark of the successful leaders. This is true of student leaders on college campuses as well as CEOs of Fortune 500 companies. In an organization where people are motivated there is maximum productivity, efficiency, and enjoyment.

Motivating others is a leadership you can learn, says Harvard U. Professor Roland Barth, if you are willing to consistently apply the **Seven Ts of Motivation**. The Ts are seven practical techniques for motivating others.

## **Technique 1: Delegate effectively**

By wisely assigning responsibility, you'll get the majority of the membership involved. It will ease both your mind and your workload. Often leaders inappropriately delegate time-consuming tasks to people who don't have the time to do them. Learn to spread the work around. It reduces the stress and gets more members involved.

## **Technique 2: Assign incremental tasks**

Get everyone in your organization involved, even if it's in small ways at first. When you delegate even simple tasks, you draw members into action on behalf of the organization. The more they become involved, the more meaningful their commitment and the more successful the organization.

## **Technique 3: Treat members equally**

Everyone enjoys being "in the know." People want to have influence and feel as if they share power in your organization. It'll translate into a more motivated membership.

## **Technique 4: Use praise and criticism**

Inevitably, as a student leader, there will be times when you'll have to praise and/or criticize. Learning to do so effectively maximizes your potential as a motivator. If possible, employ praise and criticism separately. Too often, when members or officers must be criticized, student leaders attempt to "soften" the blow by adding praise. It's known as the "sandwich approach" - a thin hunk of criticism, with a thin slice of praise before and after. Generally it doesn't work. It lessens the impact of both the criticism and the praise before and after, leaving everyone dissatisfied.

## **Technique 5: Generate enthusiasm**

There's no substitute for genuine enthusiasm. Real enthusiasm generates real energy, which can become an irresistible force if you focus it properly. Interact with your members in a positive, energetic manner. Don't complain about personal or organizational issues. Believe in your organization and show some zest. Have confidence in your members. Be enthusiastic, it's contagious!

## **Technique 6: Promote integrity**

An essential part of your college development is forming your own set of principles. Practice what you believe is important. It will make your personal convictions stronger and promote similar convictions in your members. People model what you do. They don't necessarily do what you say.

## **Technique 7: Maintain your humor**

Take your work seriously, but yourself less so. You'll lead more effectively, be less stressed, and be more fun to work with if you learn to roll with your role. Organizations, by the very diversity of their members, produce amusing situations. Step back once in a while and laugh at the absurdities. You'll keep your sanity—and your friends—when you maintain your sense of humor.