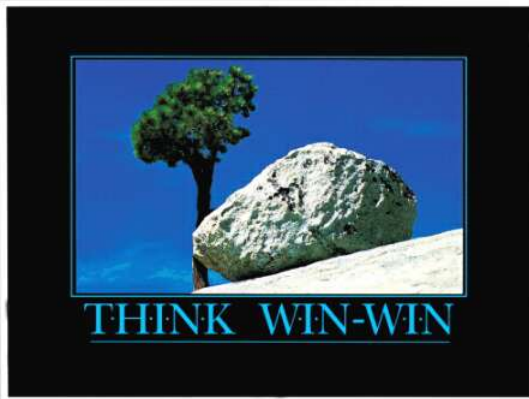


The most difficult part of any accomplishment is getting yourself to do it. Once you fully allow yourself to take the necessary actions, the results begin flowing to you with ease.



Your ego promotes the false idea that effort and challenge are things to be avoided. In reality, effort and challenge enable you to create great value and bring immense joy to life.

Accomplishment is something that comes easily and naturally to you, when you choose to allow it. From the inside out, you were meant to create.

All that you are, all that you have, all that you know can work together to bring about your most treasured dreams.

- Ralph Marston



*Bloomsburg University of PA
Residence Life Office*



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Student Leadership

Development Series

Motivating Your Team



*“Strong lives
are motivated by dynamic purposes.”
- Kenneth Hildebrand*

1. Offer yourself as a person

Let your first words to each of your members be personal, not task-related. Make it brief. Make it casual. Ask how they are. Ask what they did since you last saw them. Ask about their friends/families. Tell them about a restaurant you tried or weekend plans you've made. In a word - **connect**.

2. Make sure that they know what they do matters

We are social beings. That means we desire to be part of a team or work group. Everyone needs to know that his or her part of the effort is meaningful and acknowledged.



3. Communicate

Members need to feel in on things. They look to you for honest feedback and information about their performance, about your team's goals and priorities, about the organization, and about the future.

4. When You See it, Say It

This seems basic, but it's easy to get caught up in the details of your day and let these small gems of opportunities to motivate pass you by.

Get them excited!

5. Offer your appreciation

A sincere thank you goes a long way. It's a means for noticing effort and showing you care. When possible be specific about why you appreciate their efforts.

6. Develop the team

When you focus on the future, you send a clear message of confidence to your team members. It helps them feel in on things and gives them a sense of belonging. Ask them how they think things are going. Get feedback on what they'd like to see improve and possible ways to achieve that. Future-focused conversations are invaluable motivators.



7. Celebrate team victories and achievements

Celebrations can strengthen a team because you're acknowledging the successful working together toward a common goal. Plan a party, surprise them with a small token of appreciation, and take a break from the task-time of the day. A good closure event often opens the door to a successful 'rally' for the next initiative.

8. As a leader, offer your time

Be there for them to help them succeed. Guide them. Coach them. Check in with them occasionally to find out how things are going and how the team is doing/feeling. **Connect** with them as people first.



9. Focus on the positive and diminish the negative

We all have strengths and areas we need to improve upon. If those areas of improvement are performance issues, address them accordingly. But if they are weaknesses that don't really impact the outcome, or result in a different way of handling something (there is often more than one way to accomplish something), don't dwell on them. Focus on your employee's strengths and play to them. **SQUASH ANY DRAMA** that may develop immediately!



10. It's okay to fail—Learn from it!

If a mistake is set up as an opportunity for learning, the experience will be motivating. Coach your members through them. Each of your members walked in their first day/meeting determined to succeed. They didn't walk in planning to make mistakes. *However, if repetitive errors are made, you may have to address a performance issue accordingly.*

11. Treat members fairly and as individuals

Your members (*although they share the common goals of the organization*) are not all the same. Any effort to acknowledge a job well done is a step in the right direction. But celebrating individual victories and achievements in a manner suited to their personalities is much more meaningful and motivational. **Get to know them.**

