

## **Change, Yes You Can Motivate Your Team**

- Marcia Hughes, President, Collaborative Growth

President Obama is a powerful teacher on how to build motivation. "Change, yes we can!" became a mantra heard around the world. The repetition of an energizing action statement that implies a positive outcome is one of the best ways leaders and teams can find to build a sense of possibility and a desire to get the mission accomplished. Motivation is your team's commitment to mobilize its three primary resources: time, energy and intelligence. We guide you through understanding how to motivate your team in Chapter Four of [The Emotionally Intelligent Team](#). There's no cookie cutter approach for creating motivation – the right strategies need to connect with your team. There are tools for success! As a team, focus on the values supporting your work, the relationships and the rewards available. As a team leader follow 7 rules for success.

Leaders use their influence and behaviors to motivate teams through the 7 R's.

1. **Reason** – match team members' WIIFM – help them answer the questions of "What's in it for me?" and "What's in it for our team?" Create a reason to engage.
2. **Respect** – take time to get to know the members of the team and demonstrate that you value each and every member. Deliberately share respect
3. **Relationships** – you can't bend on this one – compromises are costly. Lead your team to connect with one another and to consistently demonstrate regard.
4. **Resilience** – let them know you are committed to engagement with them and that you'll help gain the resources needed to the best extent possible. Resilience is supported by optimism, which is best experienced as a contagious sense of hopefulness around the team.
5. **Responsibility** – hold people consistently accountable. Let them know their responsibilities are tied to the team accomplishing its mission and providing value.
6. **Rewards & Reinforcement** – notice daily positive accomplishments and say something positive right away. Don't fall into the trap of thinking money is the only way to motivate your team. Money is one relevant factor. What team members need at least as much as money is to be treated with respect, included in the discussions on why the mission is valuable, and acknowledged for work done well – promptly.
7. **Role Model** – like it or not "monkey see, monkey do" has a lot of truth for human behavior. Hold yourself accountable to act the way you would like your team members to behave.

This is the stuff of motivation! These 7 actions will make a difference. Change – yes you and your team can!