

## Motivate!

### Exercise

Listed below are several attitudes that can affect your success as a motivational coach. Circle the number that you think best describes your personal attitudes. Be Honest!

	Rarely	Sometimes	Often
1. I am genuinely interested in what my people do	1	2 3 4 5 6 7	
2. I support the decisions my people make	1	2 3 4 5 6 7	
3. I praise my people when they are successful	1	2 3 4 5 6 7	
4. I encourage my people to think for themselves	1	2 3 4 5 6 7	
5. I allow my people to participate in decisions	1	2 3 4 5 6 7	
6. I encourage my people to work together as a team	1	2 3 4 5 6 7	
7. I am able to remain objective when discussing problems	1	2 3 4 5 6 7	
8. I look for the "good" in what people do rather than the "bad"	1	2 3 4 5 6 7	
9. I display a positive attitude even when things are going wrong	1	2 3 4 5 6 7	
10. I enjoy seeing my people be successful	1	2 3 4 5 6 7	
11. I enjoy helping my people be successful even when they get more credit than I do	1	2 3 4 5 6 7	

Leaders who are successful display some basic attributes in their relationships with their people. Effective motivators focus on four activities described below. Use this work sheet to evaluate what you are currently doing and any improvements you may want to make.

#### 1. Orientation and Training

\_\_\_\_\_ I have an orientation plan that I use with new people.

\_\_\_\_\_ I have a training plan to teach new people their jobs.

Whether a person is new to the organization or just new to the team, orientation is necessary to give the person the right start. Orientation occurs during the first few days or weeks on the job. Training, on the other hand, is an ongoing activity. Use the space below to list any action(s) you need to take with regard to orientation and training.

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#### 2. Development

\_\_\_\_\_ I have met with each of my people individually to discuss strengths, weaknesses and opportunities for improvement.

\_\_\_\_\_ I have written development plans for each of my people that list specific activities

and deadlines.

Development is not a hit or miss proposition. Effective leaders use a systematic method to develop their people. The development plan represents a commitment between the coach and the person. Effective leaders follow up on a regular basis to ensure that the person is being developed. Use the space below to list any action(s) you need to take to develop your people.

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### 3. Support and Encouragement

- \_\_\_\_\_ I provide regular feedback, positive and corrective, to my people about their performance.
- \_\_\_\_\_ I provide resources, remove barriers, or work directly with my people to help them be successful.

Effective leaders know that when their people are successful, they will be successful. Regular support and encouragement leads to enhanced confidence, new skills, and better overall performance. Use the space below to list any action(s) you need to take to provide support and encouragement to your people.

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### 4. Performance Problems

- \_\_\_\_\_ I accept responsibility for helping my people with performance problems.
- \_\_\_\_\_ I use a systematic process to resolve performance problems.

Effective leaders help their people understand and overcome problems that get in the way of their best performance. They develop skills in dealing with performance problems. Use the space below to list any action(s) you need to take to improve your ability to handle performance problems.

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