

The Language of Motivation: Activity

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. Consider your answers from above, and how they impact the following four areas.

1) **Orientation and Training**

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.

2) **Development**

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.

3) **Support & Encouragement**

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.

4) **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.