Motivation

It is sometimes hard to say what motivates you, but you always know when you do not feel motivated to do anything. The drive which propels you to be a student leader is extremely important because it also effects members in your group. Your energy level and enthusiasm carryover to everyone else; therefore, you need to keep it up.

However, there are times that you and your members do feel run down. But as the leader, you must show your true leadership ability. Sometimes members lose interest or are bored which can also lead to a lack of motivation.

You can help to motivate everyone in the following ways:

1. Set goals for the organization as a group at one of the first meetings. Members will feel they have a stake in the group's outcome. Ideally, this will motivate them to come every week and participate as they were a part of the decision making process.
2. Communication is important so that every member of the group is aware of what the goals are. This clarity will help direct everyone's effort towards the same goal.
3. Incentives vary from person to person, and it is a challenge to determine what they are. Incentives can also vary according to the time of year, with more being needed during an exam time. Examples can be found below.
4. Evaluations are important because members are allowed to give feedback. Their insights may be crucial to how something is done. Members feel like what they say is heard and can effect change.

Earlier, we talked about incentives. Everyone has different motivators and it is important that you recognize what they are for each individual. Here are a few possibilities:

- Seeing results
- Positive Interactions
- Promotion
- Independence
- Desire to please
- Prestige
- Praise
- Sense of purpose
- Opportunity for growth
- Desire to help
- Challenge
- Achievement
- Change/newness
- Creativity

These incentives also tie into why people have joined your group. Some members want to meet new people or are looking for a social atmosphere. Many students join groups because they believe in the purpose of the organization or they want to develop strong organizational skills. Try and match some of these reasons with jobs to be done. Members will be motivated if they can do things that also satisfy their need or reason for joining the group.
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Here are some more helpful hints about motivation that you can use:

- Be positive and enthusiastic! Your attitude can rub off onto others.
- You are a role model. Members look to you for guidance and to serve as an example.
- Recognize those members who have done an outstanding job.
- Remember that not everyone works in the same way you do. We all have different leadership styles.
- Keep an open mind. You can learn new things from members.
- Involve the group in decision making and goal setting. Make everyone feel a part of the team.
- Be clear about expectations.
- Be consistent and fair.
- Keep people challenged.
- Show confidence and trust in others abilities.
- Be supportive.
- Use incentives!
- Be approachable. Members should feel comfortable about coming to you with their concerns and feedback. In return, give honest feedback to members.

Members lose interest because . . .

- Discrepancies between their expectations in membership or tasks, and the reality of the situation.
- No feeling of making a difference—no praise or reward.
- Environment and work is too routine and has no variety.
- Lack of support from leadership and other members.
- Little prestige related to the task or group.
- No chance for personal growth or personal needs.
- Too little chance to demonstrate initiative or creativity.
- Tension among members.

Members remain committed because . . .

- They feel appreciated.
- They can see their presence does make a difference.
- There is a chance for advancement.
- There is opportunity for personal growth.
- They receive private and public recognition.
- They feel capable of handling the tasks offered.
- There is a sense of belonging and teamwork among co-workers.
- They are involved in problem solving, decision making, and goal setting.
- They recognize that something significant is happening because of the group.
- Their personal needs are being met.