

Motivation and Engagement



Module 6.0

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Motivation and Engagement

Objectives

6.0a Analyze and discuss the importance of team and individual motivation and engagement as it relates to the CPO Creed.

6.0b Analyze and discuss the definition of Motivation and engagement how it relates to Chief Petty Officers in leading up, down, laterally and across the organization.

6.0c Analyze and discuss roles, goals, purpose and recognition as they relate to motivation and engagement.

Overview

- CPO Creed
- Define and discuss motivation as it relates to the CPO Creed, the Mess and the Chief
- Define and discuss being engaged as it relates to the CPO Creed, the Mess and the Chief

Motivation and Engagement

“It was our intention that you never forget this day. It was our intention to test you, to try you, and to accept you. Your performance has assured us that you will wear “the hat” with the same pride as your comrades in arms before you. We take a deep and sincere pleasure in clasping your hand, and accepting you as a Chief Petty officer in the United States Navy.”

*CPO
Creed*



Your **Motivation** and **Engagement** will determine your success!

Motivation and Engagement

Motivation defined:

Cambridge – Enthusiasm for doing something

Oxford – A reason or reasons for acting or behaving a particular way

Merriam-Webster – The act or process of motivating / the condition of being motivated

Engagement defined:

Cambridge – The process of encouraging people to be interested in the work of an organization, etc

Merriam-Webster – Emotional involvement or commitment

“No good decision was ever made in a swivel chair.”
– General George S. Patton, U.S. Army

Motivation and Engagement

Extrinsic Motivation

Desire to fulfill action based on external cues (gain rewards or avoid consequences)

Vs.

Intrinsic Motivation

Desire to fulfill action based on internal cues (enjoyment or interest in action)

Motivation and Engagement

Team Motivation

1. Defined roles – Understand position in the team and have clearly defined responsibilities and duties
2. Goals – More passionate about effort when achievable goals are defined. Feeling of progress is a positive, intrinsic motivator that appeals to almost everyone.
3. Purpose – Need to feel effort matters, show how contribution fits into the bigger picture
4. Recognition – Even intrinsically motivated people desire to be rewarded, it keeps the fire burning

Motivation and Engagement

Engagement

1. Start early
2. Encourage professional development
3. Ensure organization/team goals are understood
4. Provide recognition
5. Don't micromanage – give clear guidance and expectations

“Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity.” – General George S. Patton, U.S. Army

Motivation and Engagement

Activity: Motivation and Engagement;



- How are these traits different from your performance over these past few weeks?
- List five ways you are going to motivate your junior, peers and senior personnel.
- List five ways you are going to be engaged with your junior, peers and senior personnel.

Summary

- CPO Creed.
- Definition Motivation and Engagement.
- How to motivate a team, individual ourselves.