

Leadership and Motivation

Leadership and motivational qualities are excellent to have not only among management in a business, but among employees as well. Many individuals tend to have a propensity to be leaders, while some learn successful leadership behaviors and go on to be effective leaders. Leading is the ability to influence others in a group. Being a good leader takes understanding of what motivates others. Leaders want to influence things to continue or create change. Either way it takes a person with certain skills to do the task.

In order to be a leader, it is important to understand what motivates the employees around you. It is necessary to discover the fundamental needs that employees, coworkers, and bosses have. All people have a need for a basic income and necessities. Additionally, they have a need for a deep social connection and friendships. People want to fit in somewhere and feel as if they belong. Another large category of human need is the need for growth and challenges. A worker lured to a job by high salary may find their job dissatisfying if they are unable to have friendships and connect with other people at work. It is much easier to lead and motivate if you understand what people's undeniable needs are.

There are a few qualities that seem to put people at the head of the pack as far as their ability to obtain leadership positions. Many leaders tend to be outgoing, brave, tall in stature, well-liked, articulate, and task oriented. By no means are these qualities always correct. Napoleon happened to be a very short man, and Abraham Lincoln has been described as being very introverted. There are countless factors that can make a person a good leader, but it depends on the group of people that they are leading. There is a common misconception that leaders are always outspoken, flamboyant people, and this just isn't the case. Less articulate individuals with other combinations of skills are quite successful as well.

Leading is used to channel motivation into practical use. There are many factors that play into keeping employees motivated. A common factor in motivation is the type of work that the employee is doing. You might think that if an employee has simple tasks that they would become more efficient at them over time. However, it is also important to look at the fact that doing a job that is the same day in and day out can become quite boring. When employees are given a job with varied tasks and ability to grow they tend to stay more motivated. Sadly, many workers are underutilized and do not get challenged or the ability to show their creativity to its fullest potential.

Many people are goal oriented once a leader shows where their efforts should be focused. They respond well to deadlines and planning. It is a good feeling to have a concrete goal to shoot for. Having the ability to achieve goals can be very personally satisfying. In organizations usually there may be specific planned goals. Attempts by many within an organization to achieve the same goal can also create stronger drive to be successful. As a manager, it is important to make sure that the goals are reasonable. The effect of having a goal that is impossible to attain has reverse effects and can cause discouragement rapidly.

When goals are eventually accomplished or milestones are reached, many people like to be able to get a reward or benefit. Some goals create personal satisfaction upon completion naturally such as learning, growth, and self-esteem. Additional rewards such as salary increases, bonuses, and celebrations are also good reminders that individuals are appreciated for what they are doing. Rewards work so well for some as motivating tools that workers will go out of their way to make sure they use and develop the kinds of things that are rewarded. This is also a double-edged sword because some rewarded activities will take effort away from non-reward areas. For example, if employees are paid based on the amount of output that they generate, the employees might try to increase their output. They might have more of what they were doing, but it may not be of as good of quality.

The work atmosphere in general has a lot to do with employee motivation. Typically managers that treat employees in a friendly manner are apt to get more of a positive response. You want to work at a business with individuals that enjoy their work and like their surroundings. Employees will compare themselves to others to make sure they are being treated in a way that they perceive as fair. If an employee feels that they are not being treated fair, they will lack the motivation to work hard. Everyone likes to have a little independence and to be useful while they are working. Some control is always needed, but flexibility is appreciated. Employees and coworkers are also happy when they feel like they fit in and are able to be themselves. This goes back to the basic needs that humans strive to fulfill.

Unfortunately, the ability to lead and increase motivation in people is not always used properly. Leadership should not be based on lies, trickery, or manipulation. You can look back in history and see that there are people who have abused their power and used motivation in negative ways. When leading other individuals it is important they are getting a benefit out of their own actions. It is important to be ethical and considerate of others at all times.

In order to achieve leadership and promote motivation there are an assorted variety of skills that anyone in an organization can use. Remember the basic things that people have needs for, and look how individuals respond on a personal level. Make sure that you do not require things from others that you would not want required of yourself. In fact, one of the best ways to be a leader is to be a good example for others to follow. Do not feel that you have to conform to what you think that a leader should be. People with different personalities and approaches are able to be terrific leaders. Concentrate on developing interpersonal skills and you will be able to lead others more effectively.