

Helpful Hints for Motivating Your Members

- ◆ Use people's names often
- ◆ Get to know each member
- ◆ Be courteous and respectful
- ◆ Give individual attention
- ◆ Demonstrate that you understand members
- ◆ Listen
- ◆ Be fair and honest
- ◆ Keep members informed
- ◆ Show no favoritism
- ◆ Involve members in goal setting and decision making
- ◆ Clarify your expectations of members and theirs of you
- ◆ Use team-building activities
- ◆ Express an appreciation of each member
- ◆ Keep a sense of humor
- ◆ Be empathetic to your member's needs
- ◆ Make meetings and events enjoyable for all members
- ◆ Involve members in special projects
- ◆ Call on each member for assistance and feedback
- ◆ Challenge each member
- ◆ Keep members updated when they can't make a meeting
- ◆ Provide rewards and incentives
- ◆ Make your group worth joining and worth staying involved.

Resources for Motivating Members

For more information about motivating members check out of the following books in the Involvement Office:

Encouraging the Heart. A Leader's Guide to Rewarding and Recognizing Others

By Kouzes



FISH!

By Lundin, Paul & Christensen

Great Meetings! How to Facilitate Like a Pro

By Kelsey & Plumb

Check out these websites:

Department of Student Activities-
www.studentactivities.uconn.edu

Teambuildinginc.com-
www.teambuildinginc.com/article_teammotivation.htm

Visit the Involvement Office for information on more topics such as:

Officer Transition Time Management
Parliamentary Procedure
Recruiting Members Conflict Resolution
Event Planning

Leadership Programs

Department of Student Activities
Division of Student Affairs
University of Connecticut
Student Union Room 302
486-6588
www.leadership.uconn.edu



University of Connecticut

Department of Student Activities

Involvement Office

Motivating Members

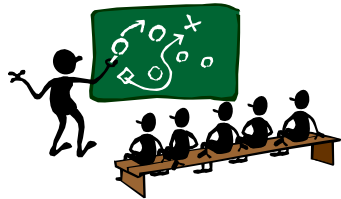


How can you motivate your members?

Motivating Members

It is often difficult to motivate members within a club or organization. In fact, motivating members may be the most challenging task you will face as a leader. Everyone has a different reason for getting involved outside of their classes and it can be frustrating when members are not pulling their weight or helping to make a difference.

As a leader, it is important for you to understand where your members are coming from and what their purpose is for participating in the club or organization. If you can determine the source of your member's motivation for belonging, you can begin to encourage that member to take on an active role with your group. Is he or she participating in the group for a recreational outlet? A relief from studying? To build their resume? To meet new people? It's important to know so you can work effectively with them. Once you know and understand their motivation for belonging to the group, you can motivate them to get more involved in their interests. By meeting the needs of your members, you can be sure your group will excel and that your members are enjoying the experience.



"Motivation is the art of getting people to do what you want them to do because they want to do it."

Motivational Guidelines

- ⇒ Worthy Actions Linked to Higher Purposes
Those who can motivate people well realize that most people want to be involved in something that they feel is worth doing and that is linked to some goal or purpose for them.
- ⇒ Linking Short-term with Realistic Long-term
Effective leaders help their members see the important long-term impact of their short-term accomplishments. Leaders accomplish this by linking current accomplishments with the possibility of accomplishing something great in the future.
- ⇒ Exemplify the Best
A leader's actions and words will define the values and commitments of the organization. It is a leader's responsibility to exemplify the accomplishments that are linked to higher purposes.
- ⇒ Expect the Best
A leader helps members see that the accomplishment of worthy goals requires the best individual effort of each member. Members give their best when the best is expected.
- ⇒ Believe the Best
A leader who believes the best about their members chooses words and actions that deeply motivate them. They constantly spread the message of belief in their abilities and portray a sincere expression of that belief at all times.
- ⇒ Honor Those Who Make a Real Effort
Leaders help all who are involved see that they can make an important contribution to the club or organization. They realize that success is determined by the amount of effort given and that it is vital to recognize each member for their efforts.

Factors that can influence motivation within your club or organization:



- 1 **Purpose:**
Members are more likely to stay motivated when they understand the purpose of the group and the mission.
- 2 **Challenge:**
Many people like a challenge and stay motivated if they feel that they are being challenged. Periodic stimulation in the form of a worthy challenge can keep the level of motivation up.
- 3 **Camaraderie:**
It is easier to support your group when you feel like you are part of the team. This can create an open relationship where everyone is supported.
- 4 **Responsibility:**
People are stimulated by having something to do. When a member feels like they have ownership, they are more likely to stay involved and interested.
- 5 **Growth:**
Motivation tends to remain high when members feel like the group is moving forward and making progress.
- 6 **Leadership:**
A good leader can be a catalyst for motivation. They understand that their members have needs and in order for the group to excel, those needs must be met in some way.