

**Dynamic Inspiration: Motivation**

2015 National Order of the Arrow Conference

Session Length: 50 Minutes

Through this session, you will:

**Explain** the importance of building a strong team, relationships, and trust through motivation.

**Demonstrate** how to motivate.

**Guide** participants through their own leadership style.

**Enable** participants to motivate those they lead back home.

This session will help the Lodge with the Journey to Excellence Requirement(s): 3: Membership Impact, 4: Membership Retention, and 16: Leadership Development.

The theme of NOAC 2015 is “It Starts With Us”. This session will relay this theme in the following ways:

* Motivate participants to return home and motivate those they lead.

Trainer preparation

# PHYSICAL ARRANGEMENT: Classroom set-up: Desks / tables arranged in a horseshoe format.

# TYPE OF TRAINER

Since the session places an emphasis on realizing your leadership and motivational style it is ideal to have trainers who have experience in self analysis. This will help to add a personal touch from those who have been active in the lodge leadership, and the individual (s) can rely on their own experiences to assist in the training.

Session narrative

Introduction: 10 Minutes

Our session today is about Motivation – what motivates a group of people to accomplish a task together? Even more importantly for each of us in this room today – how can I as a leader in my lodge be the person who motivates others?

We are going to begin today with a little exercise.

The objective of this exercise is to illustrate the importance of first impressions. The key to good leadership starts when you walk in the door.

This is a version of the self introduction game. Instead of introductions by each person, all individuals in the room are asked to introduce the person on their right. However this is done strictly by guess work. (i.e. no clues are exchanged).

After a brief observation of the person on the right, introduce him/her with a name (only a first name), age, year in school or occupation and favorite hobby that you "think" he or she has, giving brief reasons for your guesses. (Instructor will start by introducing the other instructor as an example. Feel free to make this humorous).

After the guess introduction, the person will then introduce themselves with the correct information before proceeding on to their introduction of the person next to them.

Discussion:

1. How accurate are first impressions?
2. What do we base them on?
3. Have you ever opted not to meet someone based on first impressions?
4. This activity shows that groups, lodges, troops are all made up of diverse people
5. It is important to recognize each person brings something to the table – it is our job to motivate them to use that talent

Motivation: 10 Minutes

We can all proabably think of someone that we believe is motivated. For example, most athletes. Any Olympic Gold medalist is motivated – they started in their sport at a young age, stuck with it well past the time most of us were into Cheetos and video games, and continued to compete – even if that meant waking up in the morning to run 10 miles, putting in 8 hours at work, then coming home to run 10 more miles, not to mention the healthy eating throughout the day. But, what is the most important thing they all do that makes them successful? And how did they get to where they are? What motivates them?

Make note of these statements that stand out:
 1. Success is measured over time
 2. Years of experience
 3. Multiple people to get the job done
 4. Need desire or talent
 5. Inspire the next generation

**Answers:** Coaches that motivate them

Work well together

Have Respect for each other

 Great leaders

 Shared ownership

 Motivated by both pleasure and pain:

*Some people are motivated by the promise of rewards - they move* ***towards*** *a goal. Other people are motivated by a fear of failure or loss - they move* ***away from*** *a negative situation.*

Is being motivated by fear good or bad? *[Ask for examples of each type of motivation]*

As a leader, your objective is to identify each individual’s strengths and learn how to motivate them using those strengths. Motivating everyone will help each other towards working together in order to develop a winning lodge (team) and deliver a successful program.

**Who has participated in sports?**

**Who has been a team captain?**

**Who has been a coach?**

**What motivates you to want to succeed?**

As a team captain and a coach, you are in a position that demands leadership skills. You are not simply responsible for yourself, but for the team members in your chapters, lodge, section etc. A team captain or coach should not be involved for his or her own personal achievement or success…if you are, you have lost focus of what the OA was founded on. A leader is involved because he/she wants to see their lodge / team and its members succeed to their potential.

Everyone on the team puts their faith and trust in the captain and the coach…you…and you must deliver. You were voted to be a team captain or hired on as a coach for a reason…people trust you to lead them. This is the same concept within the lodge…the members have confidence in you and trust you to lead them towards success.

**Type of motivators / leaders: Inspirational or Intimidation Motivation 5 Minutes**

**Bobby Knight vs. Mike Kishiskis**

I want to discuss two other real life coaches. You’ve got your Bobby Knights and you have your Mike Kishiskis (sp?). Both are successful coaches, but their approaches are completely different. Why has Coach K been more successful than Bobby Knight? Because they have different relationships with their players.

*“Coach K of Duke, says that the most important thing he does to create successful basketball teams, and motivate his players, is to foster incredible relationships. Between himself and his players, the players themselves, and everyone else in the program from the towel boys to the equipment manager, to the Athletic Director. They all have great working relationships. He also says that without great relationships between people who work together, nothing successful will ever happen.”*

The point of “Motivating the Team” is this: Strong relationships – Respect - *Trust*! You may not be able to get along, or agree with everyone, but what motivates and makes a team strong is the fact that you can put your differences and egos aside and work together on the court. That is the sign of maturity and respect towards others.

We’ve seen that different people are motivated by different things and in different ways and we’ve recognized the importance of building relationships that are based on Respect and Trust. The next part of our session is going to focus on finding and using our own style to motivate those around us.

Profile Review & Interpretation of Review: 20 Minutes

This part of the session will emphasize our own personal motivation & leadership styles we use when interacting with people in our scouting and daily activities.

Each of us in this room have our own leadership and motivational style. What we want to do now, is take a self profile test which will help each of us see what ours is.

Trainer Tip: At this point, the trainer should hand out the self-evaluation test. After enough time has been given to complete the test, the trainer should put up the graph showing the different scores and explain the difference between directive & affiliative. Show the graph of four dimensions – S, E, L, F. Review characteristics portion and interactions with others portion.

*[Read statement from earlier session:]*

 “As a leader, your objective is to identify each individual’s strengths and learn how to motivate them using those strengths. Motivating everyone will help each other towards working together in order to develop a winning lodge (team) and deliver a successful program.

What are some key elements of leadership and motivation?

Respect

 Communication

 Planning

 Effort

What are some responsibilities as a leader when motivating? Given what you now know about your own leadership and motivation style, what should you focus on?

Building Confidence

Teaching responsibility

Problem Solving

Teamwork

Perseverance

Initiative

More answers

The point of this “Self Profile” is this: Know your personality style! This helps to foster strong working relationships and as a result, motivates others and helps build a strong team!

Conclusion: 5 Minutes

Key Elements of teamwork:

 1. Unselfish

 2. Know the territory

 3. Trust

 4. Others

Motivating the team has walked the participants through 3 important and key stages of running and managing successful lodge programs: Understanding motivation styles and techniques, Self-Profile and realizing what type of personality you are and how you interact with other, and last but most important, the idea of teamwork.

Nothing is successful without teamwork:

Trust

Respect

Strong Relationships

**Self Profile Test – Motivation/Leadership Style**

**Use the box on the right, & write the number that describes you best**

**Very Much**

**Like Me**

**5**

**Usually**

**Like Me**

**4**

**Occasionally Like Me**

**3**

**Not at all**

**Like Me**

**1**

**Somewhat**

**Like Me**

**2**

1. When in a group activity, I generally speak and serve as the representative

of that group.

1. I am usually talkative when I am with other people.
2. When presented with a leadership position, I generally accept that role rather than

disperse it to others.

1. I would rather meet new people instead of reading a good book.
2. Sometimes I ask more from my friends of family than they can accomplish.
3. I enjoy going out frequently
4. It is important to me that people use the advice I have given them.
5. I enjoy entertaining guests
6. When I am a leader in charge of a scenario, I am confident assigning others to specific jobs.
7. I try to go out of my way to meet new people.
8. When interacting in social settings, I find myself asking more questions of others than

they ask me.

1. I enjoy mixing in a crowd.
2. Other people would describe me as being energetic.
3. I make friends quite easily.
4. I am a verbal person.
5. I try to remain supportive of my friends, no matter what they do.
6. When things in a group are not progressing smoothly, I usually take the lead and bring structure

 to the situation.

1. I easily enjoy myself at a lively party.
2. When serving in a leadership role, I prefer to clearly define my role and let followers know

what is expected of them?

1. I consider myself good at small talk.
2. I am very good at being able to persuade others to see things my way.
3. I can usually let myself go and have fun with friends.
4. I frequently find myself in the role of leader and taking control of the situation.
5. I do not prefer the quiet simple life.

**For Questions 25-30, write the letter representing your**

**Response in the boxes on the right**

1. You are in a conversation with more than one individual. One of the participants

makes a statement that you know is not correct, and you are not sure the other

individuals did not catch it. Do you let the other participants know?

1. Yes
2. No
3. After a hard day at work, I prefer to:
	1. Get together with friends and do something lively.
	2. Relax at home and watch TV or read.
4. When planning a social event with a small group of friends, I generally prefer to:
	1. Be the first to suggest plans and try to convince others to make a

decision quickly.

* 1. Make sure all participants have a say in the planning and agree with

what the group decides.

1. You have just completed a four-month project which required you to sacrifice a

great deal of free time and energy. To celebrate, you prefer to:

* 1. Invite over friends for a party.
	2. Spend a quiet, peaceful weekend ,doing whatever you wish. Either

alone, with a spouse or special friends.

1. If I feel that I am underpaid at work, I will most likely:
	1. Meet with my boss and demand a raise.
	2. Do nothing and hope my hard work pays off.
2. I feel that those around me view me as primarily:
	1. Sociable and outgoing.
	2. Introspective and thoughtful.

**Scoring your Self-Profile:**

1. On items 25 – 30:

If you answered A, give yourself a 5.

If you answered B, give yourself a 1.

1. Transfer each of the scores you have entered on the right

side of the page, to the blanks below.

1. Add each column up and get a total.

1. \_\_\_\_\_ 2. \_\_\_\_\_

 3. \_\_\_\_\_ 4. \_\_\_\_\_

5. \_\_\_\_\_ 6. \_\_\_\_\_

7. \_\_\_\_\_ 8. \_\_\_\_\_

9. \_\_\_\_\_ 10. \_\_\_\_\_

11. \_\_\_\_\_ 12. \_\_\_\_\_

13. \_\_\_\_\_ 14. \_\_\_\_\_

15. \_\_\_\_\_ 16. \_\_\_\_\_

17. \_\_\_\_\_ 18. \_\_\_\_\_

19. \_\_\_\_\_ 20. \_\_\_\_\_

21. \_\_\_\_\_ 22. \_\_\_\_\_

23. \_\_\_\_\_ 24. \_\_\_\_\_

25. \_\_\_\_\_ 26. \_\_\_\_\_

27. \_\_\_\_\_ 28. \_\_\_\_\_

29. \_\_\_\_\_ 30. \_\_\_\_\_

Total: \_\_\_\_\_ Total: \_\_\_\_\_

Directive Score: \_\_\_\_\_ Affiliative Score: \_\_\_\_\_