

Six core components of focus for motivation.

While motivation is not possible without moral, moral is experienced where as motivation is exercised.

There are five core components of motivation enhancement, in which an organisation can ensure it has taken focus.

1. Leadership
2. Participation
3. Roles
4. Commitment
5. Evaluation
6. Recognition

Components	Focus Area	Details	Tick if you are doing this well?
1. Leadership	<ul style="list-style-type: none">• Disposition• Inverted Hierarchy	Theory Y disposition; a belief that people are naturally positive in their beliefs and attitudes As a leader you are there to support and not be supported	
2. Participation	<ul style="list-style-type: none">• Flexible leadership style• Psychological safety	Deliver an appropriate style to each individual team member based on their needs; one style does not fit all. Build an open and honest, non-judgmental, no blame culture, to ensure that people feel safe.	
3. Roles	<ul style="list-style-type: none">• Consistency	Schedule and provide complete regular clarifications on staff individual and team roles, with clarity of goals.	
4. Commitment	<ul style="list-style-type: none">• Consistency	Is demonstrated through the delivery of the five other components of this. Ensure that moral has been addressed. Leaders must look inwards as well as outwards	

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5. Evaluation	<ul style="list-style-type: none">Trust and reliability	<p>Ensure there is consultation with individuals and team members</p> <p>Use appropriate methods to evaluations tasks, goals.</p> <p>Commit to regular reflexivity with team members, to enable them to evaluate distance thus far and direction they're heading in.</p>	
6. Recognition	<ul style="list-style-type: none">Feedback, individual and team based	<p>Complete regular feedback with individuals</p> <p>Keep this informal, rather than awaiting formal annual appraisals.</p> <p>Complete regular team feedback on overall performance</p> <p>Support weaker performers, early in the journey</p> <p>Remember the inverted Hierarchy.</p>	

Action Plan of Focus