

Creating a plan for positive influence



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Creating a Plan for Positive Influence Vishal Sood University of

Phoenix LDR/531WH08MBA07 Harold Van Alstyne December 09, 2008 write an essay about my bedroom Creating a Plan for Positive Influence Success of any team depends on its team members to have a positive influence towards each other. If a member of a team has a negative attitude, it affects the performance of whole team.

Creating a teamwork is a challenging job. Every team member is dependent on each other to perform his or her task to achieve team goal. Team is made up of team members and leading a team towards company's common objective is a daunting task.

Every member of a team possesses different characteristics and talents that need to be utilized to its advantage. Our learning team is comprised of three members. The names of our team members are Judy, Carol and Vishal. All three members have different personalities and values to demonstrate.

As a team leader it is important to keep members of the team focused to perform at the highest level. Motivation, team satisfaction and performance are all related towards the success of the team in a large group project.

Motivation is defined as ??? Internal and external factors that stimulate desire and energy in people to be continually interested in and committed to a job, role, or subject, and to exert persistent effort in attaining a goal???

(Business Dictionary, 2007-08).

Motivation is an important factor that drives team member to perform their job to the best of their abilities. Lack of motivation among team members hampers productivity and damages growth prospect. Team members can be

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motivated through various ways. Attending personal development workshop and seminars increase the level of personal motivation. Members are also advised to listen to inspirational speeches and socialize with positive people. It has also been seen that financial incentive is a big motivational factor in increasing person's motivation level. Understanding human behavior is an integral part of developing motivation plans. The two most famous theories that have been developed to understand human behavior are Maslow's hierarchy of needs and McGregor's theory X and theory Y.

These theories have analyzed human wants which has made it easy to develop new motivational techniques. Maslow's hierarchy of five needs that exists are physiological, safety, social, esteem, and self-actualization. Each need when substantially satisfied the next need becomes dominant. McGregor's theory X ??? The assumption that employees dislike work, are lazy, dislike responsibility, and must be coerced to perform??? (University of phoenix, 2007).

McGregor's theory Y ??? The assumption that employees like work, are creative, seek responsibility, and can exercise self-direction??? (University of Phoenix, 2007). Both these theories help understand human behavior to implement effective motivational plans to motivate team members. All the three members of our team have different attitude, emotions, personalities and values. All these separate attributes needs to be understood in order to motivate team to achieve set goals. Personality says a great deal about a person. Personality is defined as ??? somebodys set of characteristics: the totality of somebodys attitudes, interests, behavioral patterns, emotional responses, social roles, and other individual traits that endure over long

periods of time??? (Personality, 2007). All three members of a team have different personalities.

Carol is very organized, compulsive, private, trustworthy and practical whereas Judee is Innovative, individualistic, versatile, and entrepreneurial. Vishal is people oriented, creative and optimistic. Attitude is everything. Attitude plays a very important role determining the behavior of an individual. Carol and Judee both are optimists whereas Vishal is more realists. Different attitude leads to a different behavior in an individual.

Both my team members have high emotional intelligence score. They both have score over 40. ??? Emotions are intense feelings that are directed at someone or something??? (UOP, 2007). People with high emotional intelligence score have ability to perceive accurately, evaluate, express and regulate emotions and feelings. After taking an assessment my score was little less than Carol and Judith. Each of us has different values. Values are ??? beliefs of a person or social group in which they have an emotional investment (either for or against something).

??? Carol values happiness and education as her number one priority. Judee values truthfulness and knowledge as her number one priority and Vishal values truthfulness and happiness as his number one priority. They all values different things in life and that is what make them differ from each other.

Although all our team members have different attitude, emotions, personalities and values but they all have one thing in common which is desire to succeed at any cost in any given project To succeed in a project a specific plan needs to be designed and implemented to increase motivation

level of a team member. Some of the specific plans that can be implemented are financial incentive, more paid time off, room for advancement and recognition. Since all our team members have different attitude, emotions, personality and values they all will be motivated through different plans. Since Carol values education, talking to her about room for advancement will motivate her to work harder which eventually will improve her performance as well as team.

Similarly Judee and Vishal can also be motivated through talking about financial incentive and promotions. Every individual in a team is different from other team members and they all produce different behavior due to their different attitude, emotions, personalities and values. Team members can be motivated by talking to them about the things that they value the most. Motivated employee is more satisfied and thus gives far better performance than unmotivated employee which eventually leads to the success of an organization. Reference: Business Dictionary. com. (2007-08). Retrieved December 04, 2008 from: <http://www.businessdictionary.com/definition/motivation.html>.

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