

Motivational theory

[Business](#), [Human Resources](#)



Motivation can be viewed as a cycle where ideas control behaviors.

Performance on the other hand is driven by behavior, and on the other hand, performance influences thoughts, making the cycle start again. Motivation may be subdivided into 2 different theories referred to as extrinsic (external) and intrinsic (internal) motivation (Beck, 2004).

The key motivator in my job is the need to accomplish my set goals and objectives. The moment I am done doing the assigned tasks I usually feel satisfied and motivated. The fact that there is also the issue of salary at the end of the month makes me feel even more motivated and willing to work even harder. These two motivators cut across the board and they are the same for even for my colleagues.

Some of the considerations when attempting to implement motivational theories in a public safety organization include; the needs of the employees, their behavior as well as their satisfaction.

2. Some of the things that I have learned from this article include;

That it is not always prudent to interview leaders. The line-level followers could be better placed to know more what is happening in the campus safety department as well as what members look for in a leader. Thus most followers when it comes to life-and-death situations want their leaders to be competent. This means that a campus leader should be ready to learn, maintain, and demonstrate a mastery of their field. Leaders, particularly campus safety leaders should also keep themselves informed by devoting some time daily reading about leadership, security and crisis management, security technology, and emergency management. They should also keep physically fit by participating in physically demanding training, proficient in

using security and emergency management communications technology (Piper, 2012).

Campus leaders should be careful how they conduct themselves in a crisis and thus should be calm and make sure that they exert that much needed calming effect. They should also be outwardly focused and be more concerned about the welfare and safety of the individuals on their teams. Finally, leaders should be ready to put themselves on the line even when it means standing in harm's way to carry out their jobs and save lives. Leaders should also know that they are servants of the people and not necessarily in the office to enrich themselves (Piper, 2012).

In a life and death situation, I would personally keep calm and reassure my people that things will be okay. I would then focus on the issue at hand, especially in ensuring the welfare and safety of the people in my teams. In addition, I would also coordinate everything systematically to ensure a seamless operation. I would also make sure that I lead by example by being on the first line and not backing orders from behind.