

Creating a plan



Creating a Plan for Positive Influence write my essay college Creating a Plan for Positive InfluenceIntroductionMy learning team has recently been assigned a large project by the instructor. For the team to be successful, several issues must be addressed. First, we must create a plan to increase motivation, satisfaction, and performance.

Second, we discuss the different attitudes, emotions, personalities, and values and show how each difference influences behavior within the team. The success of the project depends on how each member of the team interacts. Motivation, Satisfaction, and Performance Motivation is the processes that account for an individual's intensity, direction, and persistence of effort toward attaining a goal (Robbins & Judge, 2007, p. 186). Available are multiple early theories of motivation including Maslow's Hierarchy of Needs, McGregor's Theory X and Y, and Herzberg's Two-factor Theory. Maslow's theory believed that every person had five basic needs.

If one needs to motivate another, they must understand in which the person stands on the hierarchy. McGregor believed that manager's views are based on an assumption and tend to mold his or her employees behavior based on that assumption. Herzberg's two-factor theory investigated the wants of individuals of their jobs. These three theories assisted in the ground work of today's contemporary theories.

Each individual of our team has different motivational factors that will assist in the success of the project. Sharon's motivation for instance, is accomplishing bigger and better goals. The contemporary theory of goal

setting is a motivational theory that aligns with Sharon??™s motivation. The goal-setting theory allows our team to set specific goals to assist in the enhancement of motivation.

We plan to incorporate the contemporary theory of goal-setting to complete the project successfully. The results of the team achieving goals creates personal and team satisfaction. Satisfaction is the productivity and performance level each team member reaches because the goals are clear and difficult. Satisfaction creates job enrichment because each member??™s involvement in the planning, execution, and evaluation of the project. This environment of a satisfied team will enable our team to succeed. The performance of each member of the team is imperative for the success of the project.

High levels of performance by each member will create equity among the team. When each member is assigned a specific task in the project and performs the whole team will benefit. Performance of the individual will enable the team to perform as one. Motivation, satisfaction, and performance are key elements for achieving a positive outcome with our project. The motivational factors include the act of setting goals. The satisfaction is met upon achievement of those goals. The performance of each individual will create a project well done. Attitudes, Emotions, Personalities, and Values Attitudes are evaluative statements, either favorable or unfavorable, concerning objects, people, or events (Robbins & Judge, 2007, p.

74). Each member of the team has a positive attitude toward the project. The positive attitudes are helpful with achievement. This will allow team members to behave in a certain way that enables the team to be successful.

Each of our team members has a high level of emotional intelligence. Emotional intelligence is important for the challenges that our team faces in the completion of the project. The positives and negatives that occur during the project will not affect our performance because of our intelligence scores. Personality conflicts may arise between team members. For instance, each member of the team is unique in his or her own way.

I am more of an enthusiast, Sharon has more of a dominant style, and Erica is steadier. My enthusiasm influences the behavior of the team by keeping a positive attitude. Sharon's dominance is helpful in the removing of obstacles.

Erica's more steady approach will help the team stay on task. The wide variety of personalities mesh in a way that will help the team stay positive, remove any obstacles, and stay on task until completion. Each member's values help the team understand one-another's attitudes and motivation. Sharon and I value happiness, security, knowledge, and wisdom. The alignment of our values will help influence the behavior of the entire team by use of strength in numbers and our knowledge.

The knowledge that we provide to the entire team will assist in the completion of the project and a high level of achievement. Attitudes, emotions, personalities, and values are all key ingredients for the team's success in the project. Each of these factors will affect the behavior of the

entire team. Because all of us have different and similar attitudes, emotions, personalities, and values we should have a diverse group which completes the project successfully. Conclusion The project assigned to our team is successful. We have a plan in place that increases motivation, satisfaction, and performance. We did not allow our differences in attitudes, emotions, personalities, and values hinder our success. All of these items addressed above influence each individual's behavior in the completion of our project.

The interaction of each team member allowed our project to be a success upon implementation. Reference Robbins, S. P., & Judge, T. A. (2007).

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