

Motivating Others to Be Their Best

Why bring out the best in others?

- Allows for better communication
- Allows everyone to contribute
- Helps achieve your goals
- Helps achieve your team's goals
- Promotes confidence and creativity
- Gives purpose and potential

Simple ways to motivate others to be their best

- Be generous
- Be open minded
- Be clear
- Be persistent
- Be present

Emotional Intelligence

Empathy

Use active listening

- Pay close attention to:
 - Body language
 - Words
 - Emotions
- Repeat what you heard
- Spend more time listening than speaking

Social Skills

- Regularly engage with others
- Ask open-ended questions

- Offer genuine compliments

Emotional Intelligence – Exercise

Think of a relationship at work (or elsewhere) where you could have understood someone better or helped develop someone better.

Write down one way that you will use your emotional intelligence to bring out the best in that relationship in the future.

Comparative Advantage – something you can produce at a lower opportunity cost than someone else (something you are good at!)

To see others' comparative advantage:

- Don't assume things
- Pay attention to detail
- Celebrate diversity (of thought and action)
- Be mindful of your end goal

Comparative Advantage – Exercise

Using the relationship from a previous exercise, ask yourself the following:

Do I assume I know what he/she will say when I need to ask them for something and how does that affect what I decide to do?

Do I pay attention to him/her or would I rather not bother getting to know that person well?

Am I defensive when he/she shares a different opinion or viewpoint than me on matters I find important?

Am I aware of what I am trying to achieve with this relationship?

Build a positive work environment

- Check your own interpretations
- Don't overthink a colleague's intentions
- Help others succeed
- Be respectful
- Recognize different communication styles
- Ask more questions
- Address issues head-on
- Promote a sense of trust

What Next?

What do I have to change in order for others to be their best?

- 1)
- 2)
- 3)