

## Team Leaders Motivate Your Teams!

- Marcia Hughes & James Terrell

Leading emotionally intelligent teams is a tough job. Developing your skill is worth it as teams strong in EI are productive, creative and loyal to their organization. Building team motivation is a key strategy for success so team leaders maximize their own success by implementing the 7 motivation actions.

Before you implement any of these steps, think about someone who did a great job leading a team you were on. How did he/she motivate you? How did he/she engage and follow through? Now with a good example in mind ask:

1. What are the characteristics of the team members on the team I'm leading?  
Know your team members individually.

Get to know your team members individually and help them know each other through a personality assessment such as [Change Style Indicator](#) or the [Influence Style Indicator](#). You'll be amazed at how much good data supports understanding team members' preferences. With this information, you can strategically target your requests to gain the best buy in.

2. What's my team good at? What are their challenges?  
Understand your team strengths and weaknesses with the [TESI®](#). [The Team Emotional and Social Intelligence Survey®](#), is a team 360 reporting on how team members assess their functioning in seven core areas of team engagement. These measurable results help teams focus on how to tap into their skills and improve areas of weakness. You and your team can measure success through the pre-post assessment.

3. What rings their bells – what dampens their spirits?

Pay attention to the feedback you receive on a regular basis and repeat what works. Utilize your data on individual and team strengths in order to further positive engagement.

4. How will the team break out of old patterns to awaken creativity and boost spirits?

Creativity is an energizer. Even though some team members may moan about change, when you lead them in purposeful change and have a defined approach and outcomes it will help build new energy and clear out old ways of doing things that aren't necessary anymore.

5. What's your team attitude?

Discuss the power of attitude with your team. Ask team members to explore current attitudes and then set intentions for the attitude they will express in the future. Be specific about who does what so you can notice and affirm positive actions as engagement improves.

6. What inspires your team members and the team as a whole?

What about giving some time to a worthwhile community project? You and the team could spend an hour at a soup kitchen or a day helping build a house. There are many ways to contribute. Challenge the team to consider options and find a suitable project. After contributing your time get together and debrief. Talk about how it felt, what you learned about your community and what it means to volunteer as a team.

7. Determine how well your team that functions with emotional and social well-being

From Emotional Intelligence to Collaborative Intelligence™  
A Team Model



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[The Collaborative Growth team model](#)

measures the seven specific skills seen in the outer ring. Your team can take the [TESI](#), consider their skills and opportunities, and engage in intentional growth. The model shows that as teams are deliberately enhancing their skills they develop the benefits shown in the middle circle, such as trust, and then progress to being a team that enjoys emotional and social well-being. This is a highly productive and engaged state



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which leads to sustainable good results. However, be sure to pay attention to maintaining those skills. High performance requires constant attention.

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