

Report 2

Thursday, June 03, 2021 8:40 PM

1. How would define your first few mtgs with your teams - talk about the one project you are co-leading (1/2 page)
 - a. I haven't really had a formal meeting with my groups members. At first, it was hard to setup lines of communication with my group members. I had made a GroupMe and messaged the group members with a join link, but they didn't join until a day before Presentation 1 was due. I shared the presentation with them for some feedback, but received none. Was pretty much on my own for Presentation 1 as I am the only leader for this group.
2. How well are you getting the group to respond to you and your co-leaders? How have you divided the workload? Are there areas that still need addressing - what do you need help with? Is the mission defined? Basically - what are your biggest challenges right now ?
 - a. Now that everybody is in the GroupMe, communication shouldn't be too much of a problem. Moving forward, I will be setting a date to meet with my groups members to finalize and quantify our goals. I also need to reach out to Ebe to get the metrics for the site to help finalize the goals. From there a game plan can be made.
3. Define Motivation?
 - a. The desire to do something
4. List and explain three (3) ways or techniques you would use to motivate people that you lead? Why?
 - a. Lead by example. It is really motivating to see a leader step in and help with day to day processes if things get rough. People are motivated when their leader also works as hard as they do.
 - b. Set clear goals. Goals give a sense of direction, an end vision. Without goals, one can get lost easily. Also, goal completion is a big motivation boost.
 - c. Provide recognition. Reward people for their hard work, especially if they go above and beyond. Those who work hard without recognition are likely to get burnt out fast, and thus their productivity decreases.
5. List and explain three (3) ways or techniques you would NOT use to motivate people that you lead? Why?
 - a. Focus on mistakes. No one like to focus on their failures, but they also should not be ignored. Use mistakes as a learning experience and move on.
 - b. Setting unrealistic goals. Why set a goal if there is a high chance it wont be met. This can be very detrimental to motivation because the standard is too high. Those who are lazy wont try to meet the goal, and the hard workers will work until burnout to reach the goal, no one wins.
 - c. Lack of communication. Communication is important because that is how we share information with each other. Without proper communication, people are left to figure out things on their own, and the results may not be exactly what is wanted.
6. What works for YOU/What motivates you? LIST 3 THINGS (prestige, acclaim, recognition, money, promotion, satisfaction, job completion, autonomy, personal goals, overcoming failure, exceeding expectations, etc.)
 - a. My biggest motivator is recognition. I like to hear from those above me that my hard work is not only commendable, but greatly appreciated. This recognition should mostly be formal, thorough the company.
 - b. Job completion is another motivator for me. On tasks that have completion dates far in the future or are just skimpily never completable are very discouraging for me. I like to see things through to the end.
 - c. Another one of my motivators is Autonomy. I like to have some kind of free reign on

how I can complete a job, within reason of course. I'd like to be free to choose from multiple solutions rather than just one

7. How do you motivate an individual when your ability to reward or punish is minimal or non-existent (think class projects).
 - a. This is a tough situation. Personally, I would try to understand why an individual is having problems being motivated and then find some way for me to ease that problem. For example, if an individual I was in a group project was burned out from all the other work they have to do, I would try to give them some stepping stones to help them get through the work faster.
8. How would you change this equation or add to it or take away variables \rightarrow Job performance = $f(\text{ability} \times \text{motivation} \times \text{organizational support})$
 - a. I feel like this equation is mostly correct, but should also include "Hygiene factors" as defined by Herzberg. A person is not going to perform well in their job if they are focusing on how they are going to pay rent or how they are going to put food on the table. I should look more like \rightarrow Job performance = $f(\text{ability} \times \text{motivation} \times \text{organizational support} \times \text{hygiene factors})$
9. Draw a model (literally DRAW) of your perfect job candidate -- you are a recruiter hiring someone from FSU : what should that individual represent? What traits/skills/qualities should they exhibit?

