

MOTIVATION



The Action that Causes Someone's Behavior to Change



AGENDA

Identify the Challenge

The Steps to Being a
Motivational Leader

Maslow's Theory for Motivation

The Challenge



- ❑ Departments Lack in Motivation for Employees
- ❑ Unproductive Staff
- ❑ No personal Satisfaction in Career

Identify the Challenge

What do you tell your staff?

- Complete the job without complaints!
- Calls are priority, traffic violations can wait.
- Keep alert only for major calls

What Type of Leaders Does Your Department Have?

- High Achieving
- Highly Motivated
- Positive

Motivated Department

- Begins with the Management
- Not only an organization but also the Individual
- Every organization has it's approach to motivation
- What does your agency employ?

The Steps To being a Motivational Leader

- Be Open to New Challenges
- Be Creative
- Allow Individual Growth
- Provide Positive Rewards
- Show Motivation

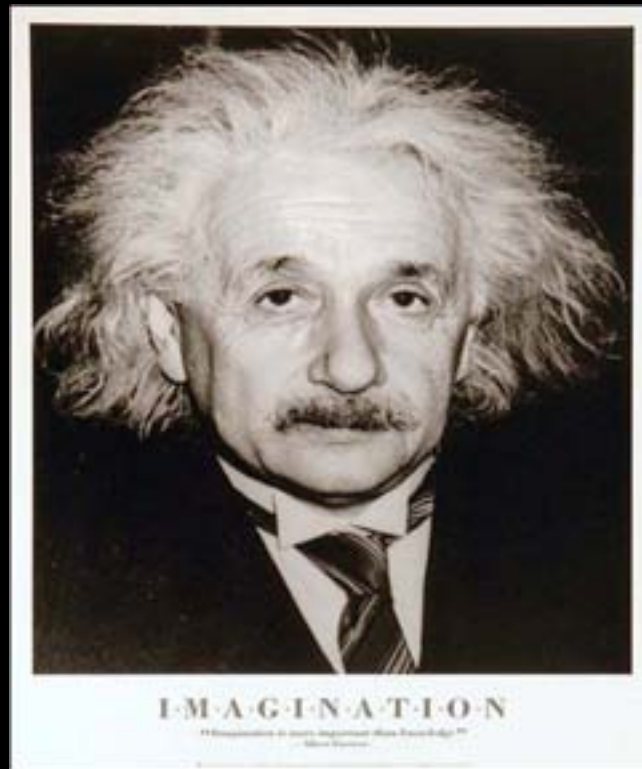
Challenges

- Challenge an officer
- Challenge by crew
- Challenge by department.

Creativity

- Try something completely different?
- RCSO Motor Unit





Think Out of the Box

If the bland led the bland all the behavioral scientists in the USA could not improve performance.

Allow Individual Growth

- Provide Opportunities for expansion
- Attend school
- Work with other agencies

Provide Positive Rewards

- ❑ Overtime
- ❑ Crew picnic
- ❑ Coffee
- ❑ Free night to float
- ❑ Schools



Show Appreciation

- Cop Oscars
- Thanks go a long ways.
- Public recognition
- Roll Call
- Field Files
- Commendations
- Introductions



Maslow's Theory

- Self-Actualization
- Esteem
- Social
- Security
- Physiological

Physiological

- Food, Shelter, Air, Water, and Sleep.



- Not necessarily in that order!

Security

- Once the basic needs are met then security needs emerge.
- Dominant needs are essential
- Organization, Sustainability and Freedom

Social

- Promote social interaction
 - i. Employee & Management
 - ii. Employee & Employee
 - iii. Employee & Citizens

- Recognize Birthdays, Anniversaries, Births

Esteem

1. Self-Esteem: Independence, freedom, confidence and achievement.
2. Respect: From others, recognition, prestige, acceptance, status, reputation.

Self-Actualization

S-A individual's personality was found to be more harmonious and their perceptions were less distorted by fears, desires, hopes, false optimism or pessimism.

S-A people are creative, risk prone and possessed a low threshold for self-conflict. They had a healthy attitude toward work, finding it enjoyable to the point of play.

Happiness

- Dance Like No One's Watching
- By Baindu Banya



Develop Motivation

- Identify the Challenge
- Take the steps necessary to be a Motivational Leader
- Which Theory will work for you?