

Additional Information

For more information on building your leadership skills or getting involved in a leadership role on campus, please contact the Dean of Students office. The Student Organization Area can assist in providing additional advisement to the needs of your club/organization. The Student Leadership Institute provides opportunities such as workshops and a University Leadership Conference. Feel free to contact us for any leadership development or support that you may need. We look forward to hearing from you.

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Student Leadership Institute
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CAL STATE FULLERTON
STUDENT AFFAIRS

We would like to thank the University of California, Irvine Office of the Dean of Students for use of their publication in creating this brochure.

**Maximizing
Motivation**

Dean of Students

Maximizing motivation

Use these ideas to maximize members' potential:

- ◆ Be courteous and respectful
- ◆ Give individual attention and demonstrate that you understand members and accept their strengths and weaknesses.
- ◆ Keep members informed – what they're not up on, they're likely to be down on.
- ◆ Listen to others
- ◆ Be fair, honest, and consistent – show no favoritism.
- ◆ Provide honest feedback – praise their successes publicly, and privately give constructive criticism to help them learn from their mistakes.
- ◆ Involve members in goal setting of organization and their expectations of you.

- ◆ Occasionally serve food or have some kind of treat at your meeting.
- ◆ Have a contest and give a small prize to the person who designs the best program, etc.
- ◆ Use team building activities to energize the group and strengthen loyalty and commitment. {People will work harder for other people than for an impersonal entity called an organization}.

Herzberg's motivation theory

lists six {6} factors as primary motivators. They are:

Achievement- Opportunity for accomplishment and for contributing something of value when presented with a challenge.

Recognition-

Acknowledgement that contributions have been worth the effort and that the effort has been noted and appreciated.

Responsibility-Acquisition of new duties and responsibilities either through the expansion of a job or by delegation.

Advancement-Opportunity to improve one's organizational position as a result of a job performance.

The Work Itself-

Opportunity for self-expression, personal satisfaction, and challenge.

Possibility of Growth-

Opportunity to increase knowledge and develop through job experiences.