

# Leadership That Inspires Others

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*A person who inspires others can clearly articulate the purpose of the organization and allow others to share in the vision . . .*

Inspiring leaders feel passionately about the vision, mission and goals, and they enable others to feel excited about their work. Inspiring leaders create an energy and enthusiasm that is contagious.

A person who inspires others can clearly articulate the purpose of the organization and allow others to share in the vision by being inclusive and receptive to ideas and thoughts. Inspiring leaders are people of integrity who are trustworthy, respectful and honest. They bestow encouraging words, rewards and recognition for individual contribution.

We really can't motivate others; we can only provide situations and stimulate feelings that help others motivate themselves.

*How to Motivate People in Volunteer Groups*, from the University of Arizona Cooperative Extension Service's Community

Guide Motivation Series, suggests the following tips to effectively motivate volunteer groups.



- **Provide a reason to participate.**

People must perceive a reason for becoming involved. Individuals will participate in different issues, activities and groups only to the extent that their personal needs and interests are appealed to and met.

- **Give recognition.**

To be appreciated, to feel important and needed is a prime motivator in all of us. Encouragement and recognition are essential to stimulating and maintaining active involvement in volunteer groups.

- **Clearly define and communicate your goals.**

You motivate people by selling ideas, programs and results, not membership. A group with a set of goals that are clearly understood and mutually accepted by its membership is an achieving force that

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is almost irresistible. Many groups, however, lack a clear sense of direction, and as a result they wander in their efforts with limited accomplishment.

- **Conduct meetings that stimulate.** Nothing is more discouraging than a poorly organized, rambling, unproductive meeting. Yet most of our meetings are exactly that. Productive meetings require more than a powerful leader and parliamentary procedure. It takes preparation, planning and careful timing to keep an agenda on schedule.
- **Value others through communication.** It is through communication that people are motivated. The way we express ourselves can either turn people on or turn them off. It can either gain their support or discourage their participation.

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*“Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves it’s amazing what they can accomplish.”* – Sam Walton

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- **Listen.** People want to be heard. A person is motivated to achieve when he/she feels his/her ideas and suggestions are listened to and respected. The biggest cause of group apathy is the failure of participants to really listen.
- **Look at yourself.** The ability to understand others begins with an understanding of oneself. Ask yourself these questions: How did I get to be the person that I am? What motivates me to do the things I do? Why do I react in different

ways to different people, situations and things? Honest answers to these three questions can give you tremendous insight into what motivates others.

- **Handle conflict creatively.** Disagreement and conflict can be very destructive forces if not dealt with constructively. Open free-for-alls can split a group right down the middle. Likewise, the suppression of disagreement discourages new ideas and, in turn, the vitality the group so badly needs.
- **Reduce risks of participation.** There are various hazards involved in group participation: being imposed upon by others, feeling insecure, being criticized, taking responsibility for decisions made, etc.

## Resources

4-H Leaders Training Series, Enriching the Club Experience. Rutgers University Extension. Revised by Macy Compton and Laura Bovitz. Written by TC Buchanan.

How to Motivate People in Volunteer Groups. University of Arizona Cooperative Extension Service.

Managing Conflict, Activity Plan, Wisconsin 4-H Leader Training Series, University of Wisconsin.

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