

# HOW TO GET YOUR EMPLOYEES TO GIVE IT THEIR ALL: LESSONS FROM LEADERSHIP IQ

One of the biggest challenges faced in the workplace by employers is developing and retaining high performers. Most organizations' leaders believe that limited resources, toxicity and tight budgets are the biggest reasons why employees disengage or don't always perform at their peak. However, according to the "Hundred Percenter Index" conducted by Leadership IQ, the real reason employees do, or do not, give their best effort has to do with leadership.

As a leader, you must first attend to your own performance in order to get the big results that are expected from you. You also need to be accountable to those whom you report to (even if it's a board) as well as your team. Being transparent with your own efforts of excellence models your expectations as a high achiever and serves to inspire your team. Here are three ways to get started motivating yourself, and your team, to give it your all.

- 1. Assess Your Performance Level:** When you feel you are a high performer surrounded by low performers, it's easy to get burnt out from carrying the load. This feeling is heightened when you receive little praise or no recognition for your work. The first thing you must do is conduct an honest self-assessment ensuring that you are, in fact, performing at a high-performance level and not focusing on 'busyness' or work that isn't role critical. Many low performers are working hard but cannot seem to translate their efforts into good performance while others have the capability of doing a great job but refuse to put forth their best efforts. Take a moment to honestly assess your performance level. Ask for feedback or conduct a 360 to gain clarity and insight, then help your team members do the same. Remember, a key element of employee engagement stems from fair play. Leaders never outgrow honest assessment. Review Leadership IQ Module: Are You a Manager or a Leader.
- 2. Establish Clear Goals:** When goals are loose and subjective, not only are they confusing, but the supervisor and employee will have vastly different interpretations of what should be done. Additionally, these vague goals are more likely to be abandoned sooner rather than later. Everyone has the ability to perform at an extremely high-potential, but this requires establishing clear and challenging goals. The goals should be SMART (Specific, Measurable, Achievable, Realistic and Timebound) and, according to Leadership IQ, HARD (Heartfelt, Animated, Required and Difficult). By setting these parameters around a goal, you'll be establishing clarity, i.e. what, how and when. Take a moment to set SMART/HARD goals for yourself and for your team and establish accountability. This creates an exciting challenge for all parties and allows supervisors to evaluate performance and team members to reach their full potential. Review Leadership IQ Module: Beyond SMART Goals.
- 3. Create Accountability with Constructive Feedback:** Now if you want to get real results, you need to establish accountability for yourself and for your team. "The American Society of Training and Development found that people are 65 percent likely to meet a goal after committing to another person. Their chances of success increase to 95 percent when they build in ongoing meetings with their accountability partners to check in on their progress." So, if you want to ensure real results and improve your productivity, set SMART/HARD goals and discuss your progress with your coach, your team, your supervisor, your mentor or your personal accountability partner. Whomever you choose,

ask them to challenge you around your goals so this time together will be brief but powerfully productive. Together, discuss your goals to date, review progress and what challenges you face in reaching your goals and brainstorm together ways to overcome obstacles and whether certain goals are not working at this time. Come to each accountability meeting prepared with progress reports (even if they're verbal) along with suggested areas for discussion. Always leave each meeting with a set of revised or new goals to work on until next time. Review Leadership IQ Module: Put More Accountability in Your Culture.