

**2 - Providing Motivational Support** - Skill at enhancing others' commitment to their work.

	<b>BASIC</b>	<b>PROFICIENT</b>	<b>ADVANCED</b>
<b>Professional/ Specialist</b>	<ul style="list-style-type: none"> <li>• Knows the achievements of people</li> <li>• Acknowledges people for their contributions</li> <li>• Takes pride in the group and tells people to recognize their accomplishments</li> <li>• Tries to make people's work rewarding</li> <li>• Voices commitment to a process</li> <li>• Identifies morale problems; tries to deal with them</li> <li>• Gives talks or presentations to groups</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and rewards people for their achievements</li> <li>• Acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group and encourages people to feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding</li> <li>• Signals own commitment to a process by being personally present and involved at key events</li> <li>• Identifies and promptly tackles morale problems</li> <li>• Gives talks or presentations that energize groups</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and finds creative ways to reward people for their achievements; motivates them to do more</li> <li>• Publically and personally acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group on a regular basis and encourages people to take pride and feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding and helps them stay engaged no matter the task</li> <li>• Signals own commitment to a process by being personally present and actively involved at key events; demonstrates commitment by both words and actions</li> <li>• Identifies and promptly tackles morale problems; takes appropriate actions to deal with morale problems</li> <li>• Gives compelling talks or presentations that energize and motivate groups</li> </ul>

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	<b>BASIC</b>	<b>PROFICIENT</b>	<b>ADVANCED</b>
<b>Supervisor/ Manager</b>	<ul style="list-style-type: none"> <li>• Knows the achievements of people</li> <li>• Acknowledges people for their contributions</li> <li>• Takes pride in the group and tells people to recognize their accomplishments</li> <li>• Tries to make people's work rewarding</li> <li>• Voices commitment to a process</li> <li>• Identifies morale problems; tries to deal with them</li> <li>• Gives talks or presentations to groups</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and rewards people for their achievements</li> <li>• Acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group and encourages people to feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding</li> <li>• Signals own commitment to a process by being personally present and involved at key events</li> <li>• Identifies and promptly tackles morale problems</li> <li>• Gives talks or presentations that energize groups</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and finds creative ways to reward people for their achievements; motivates them to do more</li> <li>• Publically and personally acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group on a regular basis and encourages people to take pride and feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding and helps them stay engaged no matter the task</li> <li>• Signals own commitment to a process by being personally present and actively involved at key events; demonstrates commitment by both words and actions</li> <li>• Identifies and promptly tackles morale problems; takes appropriate actions to deal with morale problems</li> <li>• Gives compelling talks or presentations that energize and motivate groups</li> </ul>

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	BASIC	PROFICIENT	ADVANCED
<b>Director/ Executive</b>	<ul style="list-style-type: none"> <li>• Recognizes and rewards people for their achievements</li> <li>• Acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group and encourages people to feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding</li> <li>• Signals own commitment to a process by being personally present and involved at key events</li> <li>• Identifies and promptly tackles morale problems</li> <li>• Gives talks or presentations that energize groups</li> </ul>	<ul style="list-style-type: none"> <li>• Recognizes and finds creative ways to reward people for their achievements; motivates them to do more</li> <li>• Publically and personally acknowledges and thanks people for their contributions</li> <li>• Expresses pride in the group on a regular basis and encourages people to take pride and feel good about their accomplishments</li> <li>• Finds creative ways to make people's work rewarding and helps them stay engaged no matter the task</li> <li>• Signals own commitment to a process by being personally present and actively involved at key events; demonstrates commitment by both words and actions</li> <li>• Identifies and promptly tackles morale problems; takes appropriate actions to deal with morale problems</li> <li>• Gives compelling talks or presentations that energize and motivate groups</li> </ul>	<ul style="list-style-type: none"> <li>• Coaches other leaders to recognize and find creative ways to reward people for their achievements; helps others to motivate people to do more</li> <li>• Is well known in the organization for publically and personally acknowledging and thanking people for their contributions</li> <li>• Is a role model for expressing pride in the group on a regular basis and encouraging people to take pride and feel good about their accomplishments</li> <li>• Demonstrates a passion for finding creative ways to make people's work rewarding and help them stay engaged no matter the task</li> <li>• Has a history of being personally present and actively involved at key events; demonstrates commitment by both words and actions</li> <li>• Helps the organization to identify and promptly tackle morale problems; encourages others to take appropriate actions to deal with morale problems</li> <li>• Is well known in the organization for giving compelling talks or presentations that energize and motivate groups</li> </ul>