

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

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

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

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

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

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