



CS07

# Increase Engagement, Motivation, and Performance: The Power of Leading 1:1s

Increase Engagement, Motivation, and Performance

# The Power of Leading 1:1s





# PERFORMANCE

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What are the  
specific elements  
that help  
individuals (you)  
perform well?

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# Engagement Elements

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1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. In the last seven days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my company makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. This last year, I have had opportunities at work to learn and grow.



# Motivation

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- Autonomy - a sense of freedom and independence to help shape your own destiny
- Voice - your voice and contributions are valued and invited...this includes thinking, ideas, problem-solving
- Competence -you have a growing sense of competence in what you are doing
- Purpose - there is a greater good being met; the work you are doing genuinely matters
- Relatedness - a feeling of value and belonging

# Motivation

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Autonomy

Voice

Competence

Purpose

Relatedness

For you personally, which factor matters most?

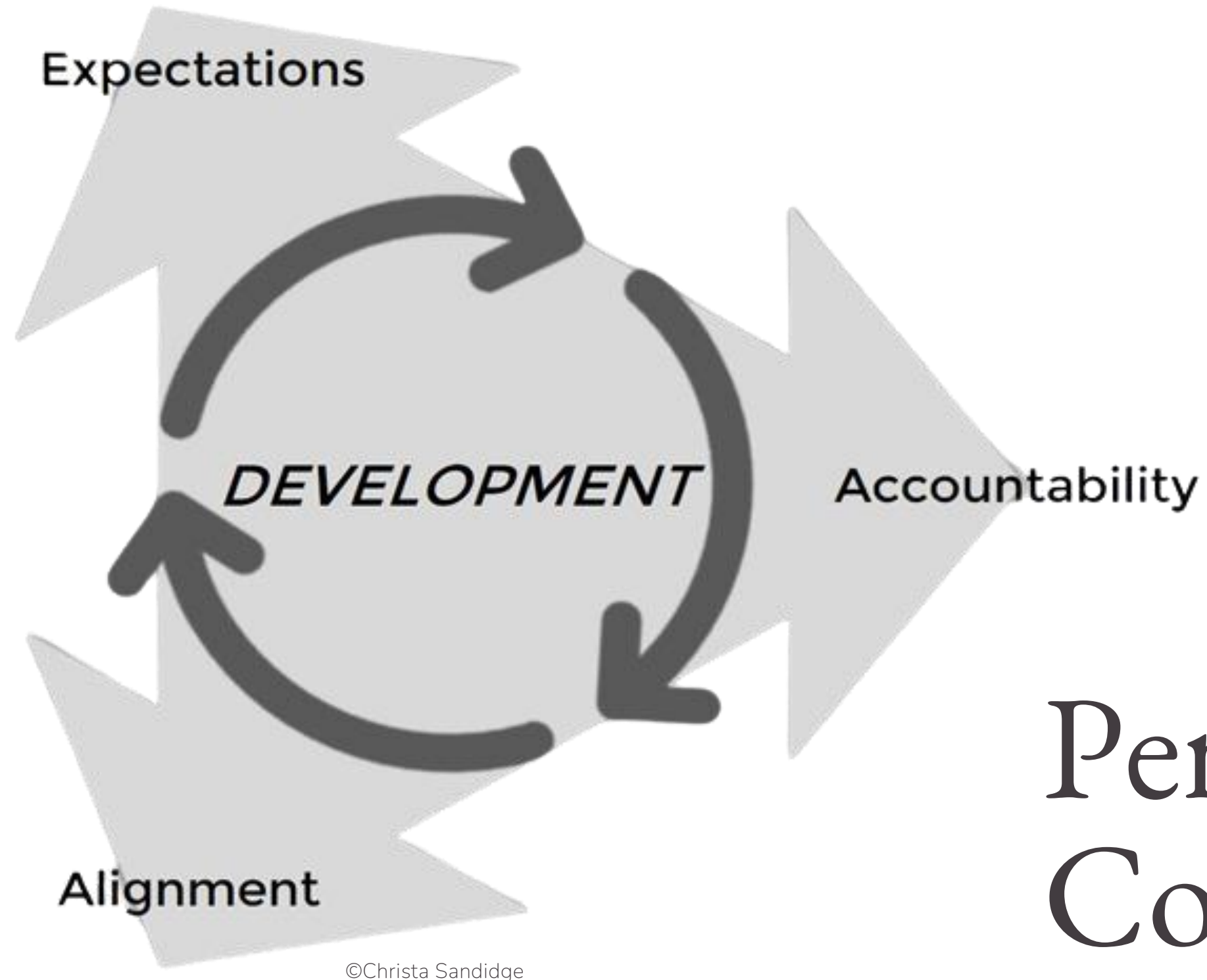
For you as a leader, which do you nurture most naturally?

For you as a leader, which do you feel most challenged by?



# Where would you like to see change in your leadership/team?

- Constituent growth
  - Work aligned with team goals
  - Prioritizing of important projects/tasks
  - Organic accountability
  - Space for more challenging conversations
  - Collaborative decision-making
  - Specific and constructive feedback
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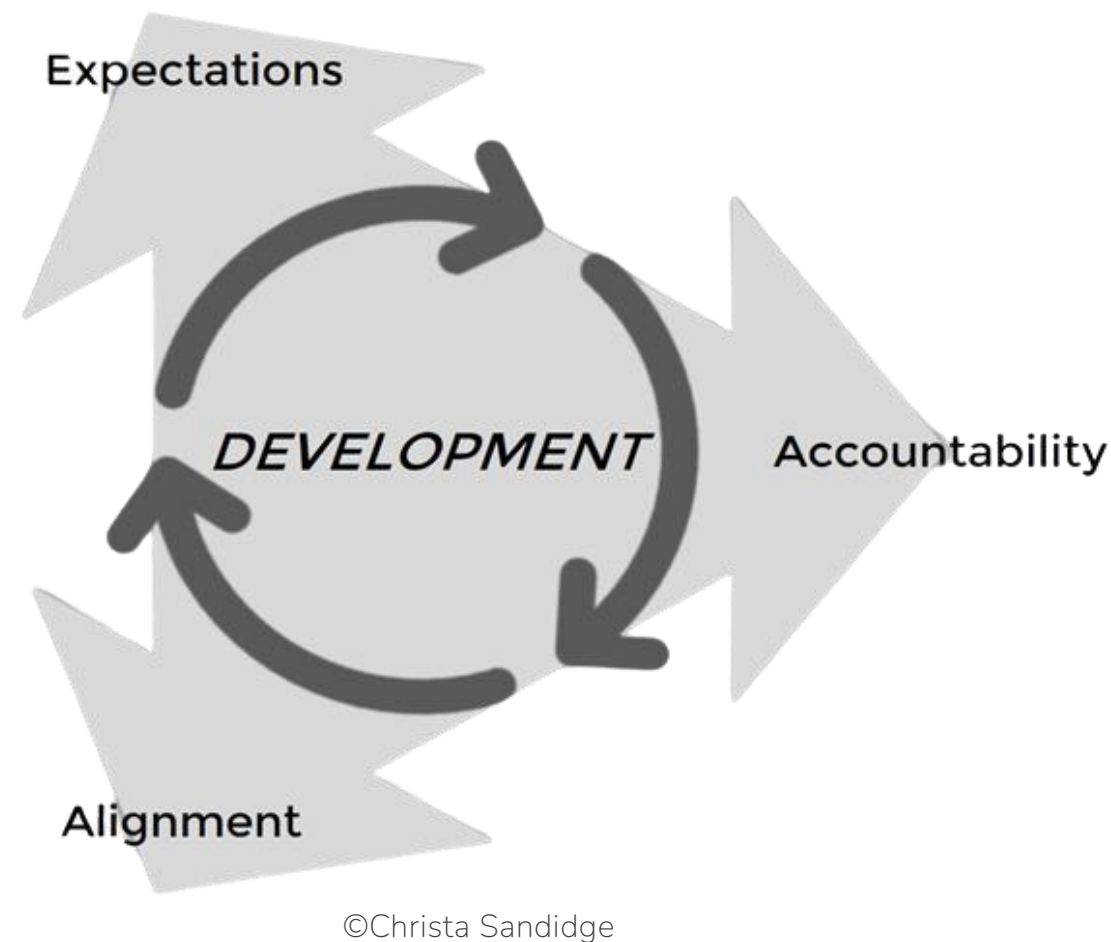
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# Performance Coaching Model

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# Development

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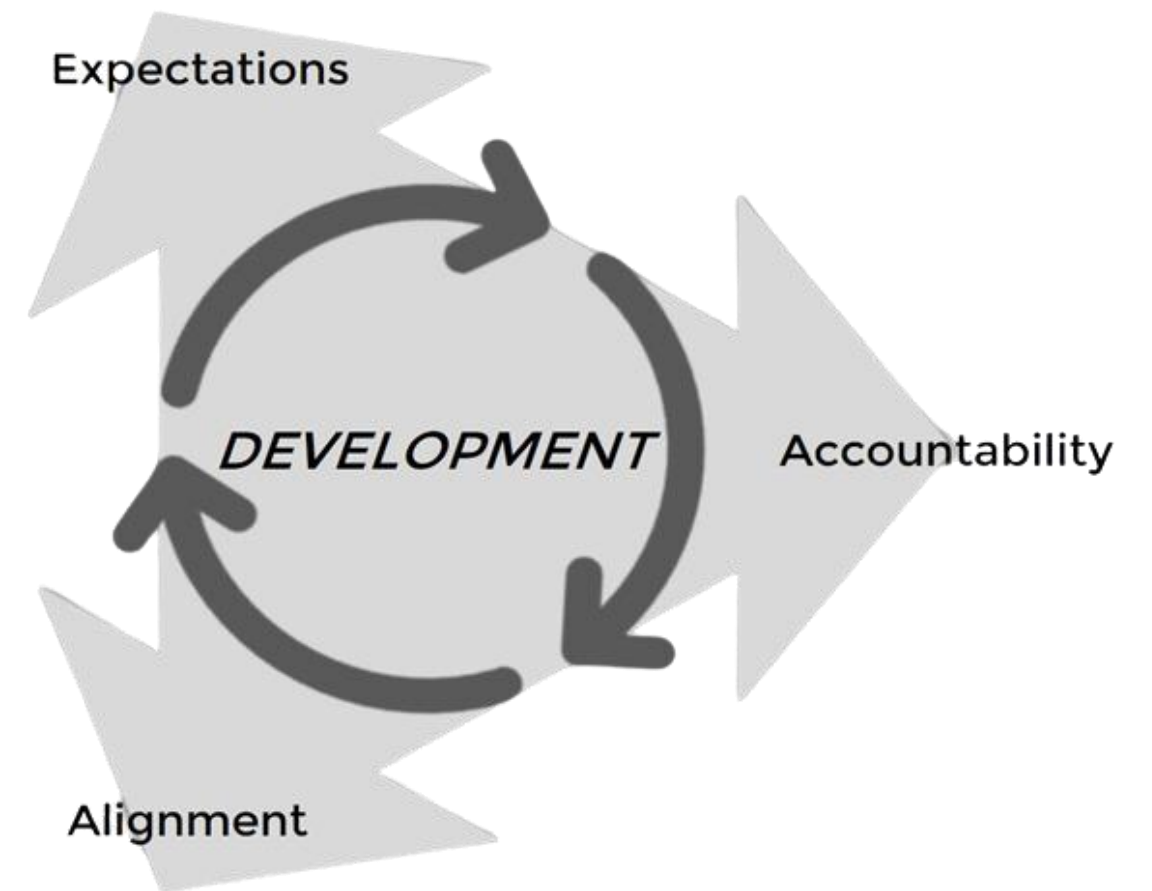


- Leadership which grows the skills, mindset, and capabilities of constituents.
- Leadership which extends autonomy and respect to constituents.
- Leadership which collaboratively sets and meets goals

# Alignment

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- Organizational mission and purpose alignment
- Team goal alignment
- Job fit alignment



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My boss and I agree,  
this is what my priorities are and  
what I need to be focused on...

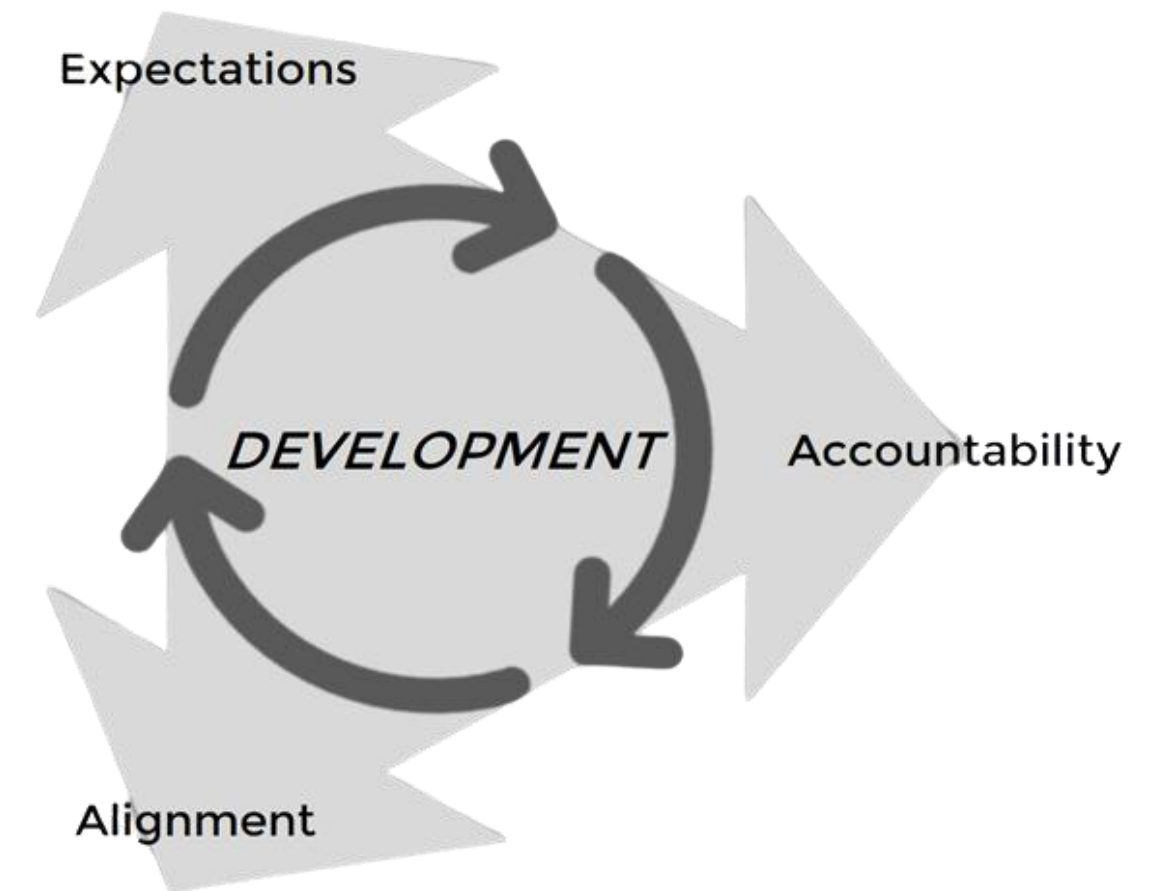
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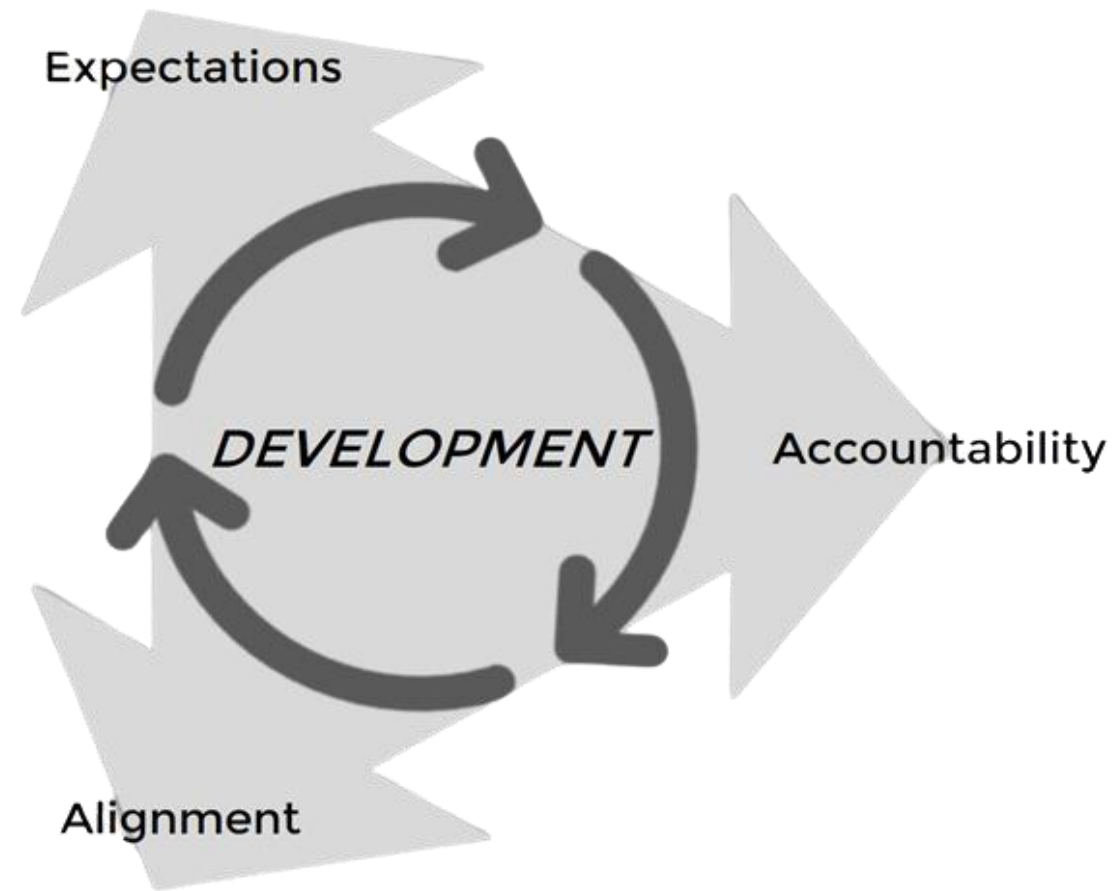
# Expectations

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- Collaboratively set
- Clear
- Consistent checkpoints



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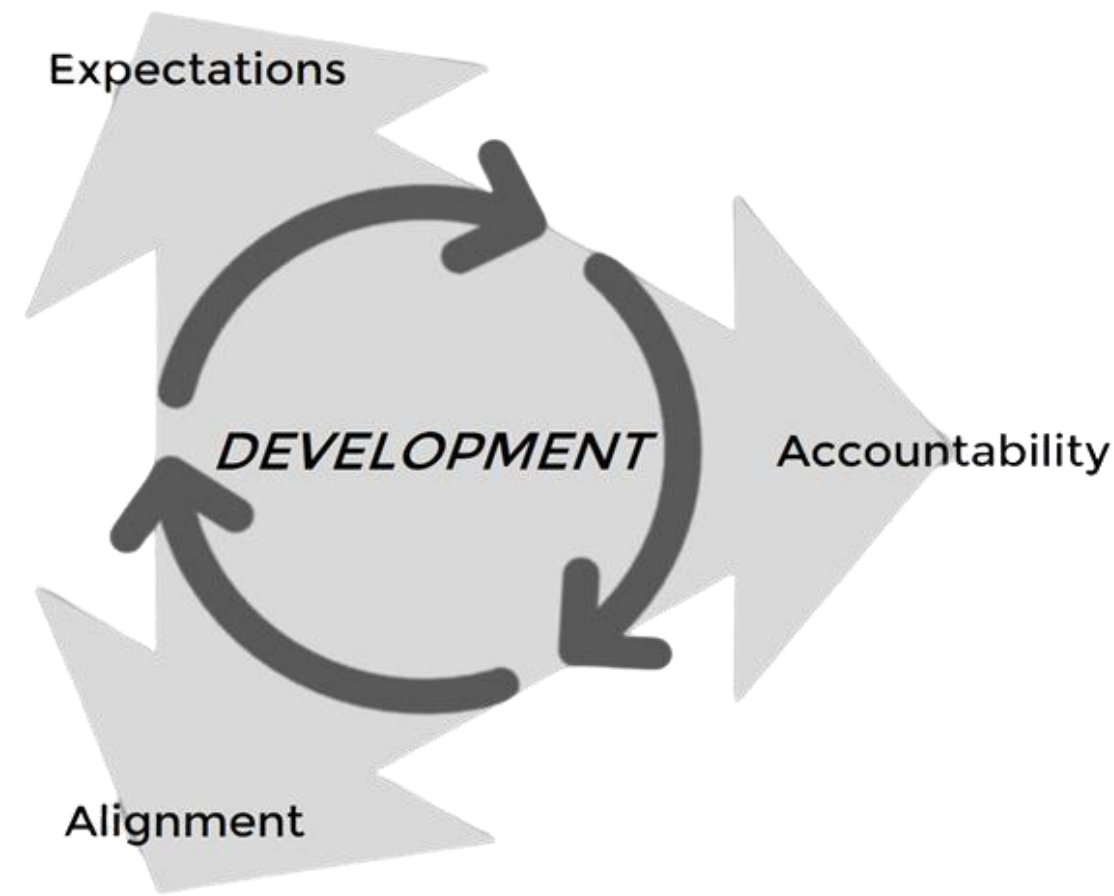
# Accountability

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1. I don't want to have that crucial conversation.
  2. I'm too busy to talk with you (about what you are doing or not doing).
  3. I'm not really sure what you need to be held accountable for.
  4. I can just do this myself.
  5. You might not like me if we have that tough conversation.
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# Accountability

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- Regular 1:1s
- Focus: Organic accountability
  - Performance
    - collaboratively set goals
  - Engagement & Motivation
    - feedback, expectations, support, development, alignment



Constituent Name: \_\_\_\_\_

Date: \_\_\_\_\_

What departmental goal(s) are we prioritizing?

What are your responsibilities with our prioritized goals? What are you focusing on now?

**Thinking about the next one to two months, what are your goals to help advance the team goals and your personal work responsibilities?**

Goal 1

Goal 2

What steps will you take to make progress toward this goal?

Action items or next steps for the week or month ahead (to provide support):

What are your priorities for this week?

1.

What challenges are you facing with this goal?

2.

What are your thoughts about navigating these challenges?

3.

4.

What success/progress have you experienced so far?

5.

What future opportunities do you see?

What support do you need from me as you seek to achieve this goal?



# Questions?

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