LEADERSHIP AND MOTIVATION: SHORT COMMUNICATION

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ABSTRACT

Motivation directs one's behavior towards any personal and professional goals. Intrinsic motivation is developed internally, personally with factors such as needs, interests, and curiosity. Extrinsic motivation is developed externally by factors such as rewards and punishments. Leaders are people who influence a group of people under them. As it is important for them to motivate others, it is simultaneously important for them to be motivated themselves. Leadership and motivation share good dynamics in terms of achieving tasks and perform better. Goal Framing activities, when are linked to an individual's motivation, whether is it intrinsic or extrinsic; depending on the individual to individual not only results in achieving goals but also create more leaders and a positive environment?

Keywords: Motivation, Leadership, Management.

LEADERSHIP AND MOTIVATION

Leaders are highly motivated when they have intrinsic motivation more than extrinsic motivation. Their self-determination, conceptual well-being, and aim for personal and professional growth motivate them to achieve what they want. Once they have developed the attitude of growth, they not only focus on their personal growth but also the growth of people around them. In order to become a leader open mindset is required, which is not restricted to their personal well-being but also motivating others to do better in their life, guiding their ways and help them move forward. Leaders understand the fact that every human being is different, and the pace of learning for every human being varies (Anderman & Leake, 2005). Because every individual has the potential to grow in their life and learn something new, leaders motivate them according to their understanding and pace of learning. They identify the people on the basis of intrinsic and extrinsic motivation and work accordingly. For a leader to be an influencer, it is very much required that they are self-motivated and know deeply what their team requires. They inspire people to commit to their goals. Leaders accept mistakes and flaws, work on their weaknesses, and aspire to their teams too for the same. For leaders' failures are considered to be learning, and people should learn from their failures. Leaders motivate their teams to come out to be stronger after failure rather than being disappointed and losing faith in themselves. Leaders encourage their team members to be open-minded and creative. They encourage critical thinking, analytical thinking and empowers them to be a decision-maker.

They also encourage the team to become solution-oriented and come up with an idea irrespective of how small they personally feel the idea is. They welcome ideas and appreciate others to at least think of them and show audacity to present (Darling-Hammond & Ifill-Lynch, 2006). This gives confidence to team members to speak up and do best in their professional or personal life.

When leaders are motivated, they are more positive towards work and influence other people in the same way. Motivation, whether intrinsic or extrinsic, makes good leaders, and as an outcome, the people who work under them perform better, and the whole work environment becomes positive, which results in the desired outcome (Kumar & Ayedee, 2019) . Leader not only directs but also work with their subordinates and collectively work for achieving better results as an outcome of any task. Leaders if have self-determination and are motivated (intrinsically majorly) create more leaders, which subsequently creates good work culture and good outcomes.

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