

Engaging people for higher performance

By David Illingworth



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Synopsis

Why do some people engage in the vision of an enterprise and perform at their best, some do only what is necessary and worst of all why do some actively 'disengage' and work against the goals? This article explores the fundamental reasons why people do what they do and then how they can be encouraged toward higher performance.

How to ...

How to understand and build a person's sense of security.

How to understand and build a person's sense of self-worth.

How to understand and build a person's sense of significance.

David Illingworth

David has been encouraging and helping people for 30 years both as a line manager and as an international consultant to organizations across many cultures. He has a real passion for helping people and works extensively with helping young people to achieve their potential. Apart from his consultancy and business writing, he holds a number of Directorships in various businesses, including several e-businesses.

Introduction

People are happier and more successful when they are deeply committed or engaged in something – whether this 'something' is a relationship, a career, a sport or work.

Sometimes they may not be engaged in what we think they should be engaged in, as the humorous story of Paul's response suggests:

Paul, a 12-year-old, sat in front of me. I had been asked to act as his 'mentor' to help him 'overcome his behavioral problems before he gets excluded from school'.

We had met before and I had come to the conclusion that he wanted to move forward and I was looking forward to working with him.

'So, what do you want to get out of today?' I asked, as we began our first real session.

'Maths' he replied spontaneously!

More seriously, the cost of Paul's disengagement was that he was not progressing with his work nor achieving an educational standard that would be a foundation for his life. The cost to the school was disruption and poorer results for his classmates.