



## The Need for Mastery

When it comes to motivating and engaging your staff, let the work itself do a lot of the heavy lifting. Jobs that help meet a person's need for Mastery and Achievement will automatically increase their engagement.

For a job to be motivating in this way it must:

1. Have a clear goal or expectation (A mountain to climb)
2. Be optimally challenging (Not too hard, not too easy, taps into creativity and talents)
3. Have consistent and immediate feedback

You want your employees climbing mountains not running on treadmills. Use this exercise to give some thought to each of your employee's job assignments. For each of your direct reports, see if you can answer yes to each of the three questions below.

### 1. Do they have a mountain to climb?

(Is there a clear goal they are pursuing with their work?)

### 2. Is the goal Optimally Challenging?

(Not too hard, not too easy, requires them to engage their mind/talents)

### 3. Are you giving weekly feedback on their progress?

Employee	Mountain/Goal	Optimal Challenge	Feedback
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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The goal is to be check 'YES' for every employee. What can you do for one employee this week to help their job become more motivating by meeting their needs for Mastery and Achievement?