

DRIVE/ENERGY

competency



Difficulty



Drive/Energy

Effective performers have a high level of energy and the motivation to sustain it over time. They are ambitious and passionate about their role in the organization. They have the stamina and endurance to handle the substantial workload present in today's organizations. They are motivated to maintain a fast pace and continue to produce even in exhausting circumstances.

Level	Performance Indicators and Behavioral Examples
4 Strategic	<ul style="list-style-type: none">• Demonstrates a continuously high level of pride and enthusiasm about the organization's brand and company.• Leverages opportunities to publicly recognize the organization's achievements and contributions (e.g., town hall meetings with associates, press releases, all-hands communications, etc.).• Demonstrates authentic passion toward the organization through words and deeds; understands the executive's role in creating contagious enthusiasm throughout the organization.• Establishes strategic goals and metrics to energize motivation for needed results for the organization.
3 Advanced	<ul style="list-style-type: none">• Sets the pace for the functional work ethic and standards.• Conducts business at a fast pace and high energy level, even in trying or exhausting circumstances.• Leverages functional meetings and communications to energize associates toward company mission and vision.• Works enthusiastically and productively, even in strenuous circumstances.• Establishes structures and processes that recognize and reward enthusiastic drive toward results.
2 Applied	<ul style="list-style-type: none">• Demonstrates an understanding of the importance of continuously modeling motivation; displays optimism and positive attitude (verbally and non-verbally) to team; speaks confidently about the organization; recognizes and reinforces enthusiasm in other team members.• Initiates important programs with passion and enthusiasm; communicates energy and passion in daily activities.• Maintains a high level of energy for sustained periods.• Looks for high energy and enthusiasm when hiring.• Maintains a team environment that rewards high energy and enthusiasm; finds ways to instill passion in team members and a sense of urgency to get the job done.
1 Elementary	<ul style="list-style-type: none">• Is a hard worker – a go-getter; willingly puts in overtime when needed.• Consistently shows up on time, pays attention and strives to do his/her best.• Displays a visibly positive attitude about working for the organization.• Drives enthusiastically toward needed results.
0 Inadequate	<ul style="list-style-type: none">• Has a poor attendance record; is unreliable; is frequently late to work or meetings.• Fails to maintain an effective work pace over time; falls behind.• Appears uninterested in the organization or the job.• Criticizes and complains at work.

Significance

Energy equates to capacity. All the talent in the world matters little if you run out of gas short of the finish line! Your drive and motivation are the engines for your success.

Best Ways To Develop

Your energy and stamina are a function of your health, conditioning and stress levels. Improving your diet, exercise, sleep patterns and emotional health (e.g., developing strong support networks) all will contribute to higher and more consistent energy levels. Examine those situations in which you have been highly motivated; what were the factors involved? Learn to leverage those factors in the future.

Improving Your Capacity

Engage regularly in a physically active avocation like hiking or biking (in addition to reading and computers).

Vary your routine when you are in the middle of a long or difficult project. Changing the predictable can raise your energy levels and inspire new ideas.

Determine what time of the day you normally peak and schedule the most important things then.

Display visual measures of progress. Seeing physical evidence of your headway is motivational.

Read: *You Don't Have to Go Home From Work Exhausted!: A Program to Bring Joy, Energy and Balance to Your Life* by Ann McGee-Cooper.

Read: *The Energy Bus: 10 Rules to Fuel Your Life, Work and Team with Positive Energy* by Jon Gordon and Ken Blanchard

Read: *Drive: The Surprising Truth About What Motivates Us* by Daniel Pink

Read: *Why We Do What We Do: Understanding Self-Motivation* by Edward L. Deci

Activity: Explore personality inventories (e.g., Meyers-Briggs Personality Inventory) or career interest measurements (e.g., Strong Interest Inventory) to isolate the situations or jobs that give you energy.

Start Today

Identify one or more people in your environment who “bring you up.” Arrange to spend some time with them.

Go for a walk outside (possibly to a coffeehouse!). Raise your heart rate and change your venue.

Ask a friend when they have seen you the most motivated. What did it involve, and can the situation be replicated?

Tips

- Pace yourself. Most tasks are more like marathons than sprints.
- Develop a hobby or avocation; you need balance and recreation for renewed energy.
- Don't underestimate the importance of nutrition, rest and exercise.
- Ask yourself what drives you. Explore your passions.

Remember, the key to improving competency is not just learning about the skill but choosing a takeaway and developing an action plan to put new behaviors into practice until it becomes a natural response.

Development Action Planning Form

Step 1: Choose a competency area to develop.

Target Competency: _____

Step 2: Describe a positive outcome in the target area of competence; include your vision of a preferred future state.

Goal Statement: _____

Vision Statement: _____

Step 3: List the benefits of achieving your desired end state.

Benefits: _____

Step 4: Brainstorm the actions you might take to achieve your goal. For each, anticipate obstacles and options for overcoming them.

Action Steps	Obstacles	Options
1.		
2.		
3.		

Step 5: Finalize your action steps based on your brainstorming in Step 4. Now, list each action you must take to achieve your goal, including time frames and resources you will need.

Action Steps	Time Frames	Resources
1.		
2.		
3.		

Lipscomb's CORE Competency Development Program helps improve the competency areas that are critical to achieving your life and career goals. Through course materials, suggested practice opportunities and personalized coaching, competency-based education focuses on developing a new set of skills you can apply to daily life. Visit [Lipscomb Online](#) for more information on our Certificate, Undergraduate, and Graduate degree programs.