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# Leadership Counseling and Motivation

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...dealing with problem people  
...and getting cadets motivated

# Five W's of Counseling

- Who: Cadets who are discipline problems
- What: Examine, Problem Solve, Follow Through
- When: As needed
- Where: Privately
- Why: to change behavior for the better
- How: That's what we'll learn in this class

# Let's start by examining basic human needs...

- Safety
- Food, shelter, and clothing
- Love and affection; physical contact
- Belonging
- Attention
- Acceptance of identity
- Purpose in life; accomplishment; success

***Misbehavior is most often a response to believing one or more of those needs is not being met***

# Part One of a “simple” three step process

## ■ Examine the situation

- Find out from the cadet why the behavior is happening
- Misbehavior is almost always caused by
  - Boredom
  - Lack of motivation
  - A need to get attention
  - A need for acceptance
- Sometimes “external” factors cause the misbehavior

# More on examining the situation

- Ask the cadet
- Listen to the response
- Restate the response
- Ask clarifying questions if need be
- Help cadet understand how misbehavior affects others
- Try not to let the cadet get away with the answer “just because” or “I don’t know”
- With enough examination, we all can come to understand why we do the things we do
- Allow cadet to examine with you the alternatives to the misbehavior

## Step 2: Problem Solve

- Consider solutions to the misbehavior
  - Warning
  - Moving the cadet's squad
  - A shared “signal” to let the cadet know the behavior is popping up again
  - Proximity of the leader – standing by the cadet can change the behavior
  - Making sure the cadet understands routines and practices them
  - Pairing up the cadet with a “model” cadet
  - A behavior contract
  - Other ideas?

## Step 3: Follow Through: Implement and Evaluate

- Implement the plan you have selected -- consistently
- Monitor progress
- Evaluate the effectiveness of the plan
  - Ask the cadet if s/he thinks it is working
  - Share your thoughts with the cadet
- Adapt or start over if necessary
- Take mental notes about what worked and didn't work so you have a frame of reference for next time.



# MOTIVATION

- Motivation is highly complex, but what psychologists know is that motivation can be “helped” by
  - Helping a person see the reason to do something
  - Make connections to what the cadet already knows
  - Give positive models of the behavior you want emulated (copied)
  - Helping the person believe they have the requisite skills to be successful (I can do it)

## More on motivation: **SELF EFFICACY**

- Self-efficacy is my belief I am capable of doing something
- If I don't think I am capable, I will not try
- If a task is perceived as too difficult, I will not try (It's too hard for me)
- If a task is too easy, I have no reason to try unless I am helping others by doing the task

# Still more on motivation

- Rewards and punishments can be external motivators
- Our goal should be to develop internal motivation in our cadets, but most adults lack internal motivation a lot of the time
- Helping someone see how their “needs” are being met can help them, in turn, develop internal motivation