# Shooting Ducks: same action; different motivation

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| **Date** | 2011-12-20 14:10:07 |
| **Categories** | General |

I recently travelled to The Outer Banks of North Carolina to relax and shoot birds-shoot as in photograph.  We met several people during our weekend who like us came to OBX to shoot ducks-as in kill for sport  Our reason and their reason for the trip had the same objective, but totally different motivation.  We were after the same subject matter, but defined our goal in one sense as preservation: the other goal was to kill for sport or for food. [](http://uniquepathways.websitehabitat.com/wp-content/uploads/sites/21/2011/11/canvassback-duck1.png) How often, in an organizational discussion do we forget to define the motivation behind our pre-stated goals?  For when correctly motivated, we tend to work harder at our tasks to reach our goal.  Are we often at odds with our team members because we have not taken he time to understand their perspective on issues.  Productivity can be increased when all concerned have listened to and communicated with their team members stating their take on the issue on the table.  When all have had the opportunity to contemplate the benefits of  each others' position, then planning the strategy to reach the goal can be realized in an efficient, non-confrontational manner. Suggestion:

* State the goals
* State the perceptions in a brainstorming session
* Discuss the pros and cons until a compromise can be made as to the best course of action.

By this time, all should be able to define the goals that should receive strategies.  An action plan will result with buy -in because all have had the opportunity to share their concerns and ideas to move ahead.