

Leadership Commandment 4: [Create the Involvement You Seek](#)

Team members typically fail to become involved for one of three reasons:

1. They lack motivation.
2. They lack opportunities.
3. They lack the skill and confidence.

All of these factors are things that leaders either directly control or have a strong ability to influence. They are within any leader's purview. And that is why the fourth commandment is: [Create the Involvement You Seek](#).

When individuals and teams are motivated, extraordinary things happen. Employees don't simply perform their jobs; they attack them – eager to make contributions. And the results are obvious: people are delighted, the workplace is energized, innovations happen with regularity, and the organization continually grows and develops.

Giving employees a voice means fostering a workplace in which team members' ideas and concerns are solicited, welcomed, considered, and appreciated. It's about taking full advantage of the brainpower existing within your group. And it all starts with four small, yet unbelievably powerful, words – the same ones you want to hear from those to whom you report: What do YOU think?

So, take stock of the kind of involvement you seek from your people. Create as many opportunities as possible. Take some risks.

Opportunity builds experience.
Guided experience builds skills.
Skills builds confidence.
Confidence builds SUCCESS!

Take Away...to Remember

With few exceptions, employees want to participate in, and contribute to, your organization's important mission. If provided with meaningful opportunities – along with the requisite skills for success – they will engage. As a leader, you need to make that happen...you need to follow the fourth commandment of leadership: [Create the Involvement You Seek](#)