



TriMetrix®HD Commitment to the Job

Commitment to the Job

Motivation from within oneself to stay focused and committed to a task.

Why is this skill important?

Commitment to your job is how strongly you feel that your chosen profession should be your career. This is really a function of where you are now, what your plans are for the future, and your level of aspiration.

Being committed to your job requires that you:

1. Believe that your chosen profession is consistent with your personal value system.
2. Feel that your job duties have value and that your contributions have meaning in the world—both within the company you work for and on a larger scale.
3. Set, meet, and review challenging goals that help you attain success on the job and feel a sense of accomplishment.
4. Stay motivated and committed to good job performance—you “show up ready to play every day”.

Unfortunately, we often see people who are burned out on their jobs—these people may see their jobs merely as a means to an end, a way to get another job, or perhaps move into management.

These ideas may be all too true of the current position you are in. But you must understand why you feel negative and what you are utilizing your current position for. Feeling negative and uncommitted to your job can cause a variety of problems and difficulties, and it may actually prevent you from advancing in the way you hope to. Lack of commitment is clearly visible to others and is communicated openly to your peers, supervisors, customers, etc., through your body language, job performance, and attitude.

Carefully analyzing your feelings about your chosen profession and the job you currently hold will give you insight into your own personality, as well as make you better equipped to make a constructive difference on the job. Or, if you find that your job/profession is inconsistent in some way with your value system, or that you can't be motivated to achieve on-the-job success, your insight may enable you to make some much-needed positive changes in your life.

The ability to be committed to your job is essential for both professional success and personal happiness, in the short term and the long term.

What are the skills associated with Commitment to the Job?

Someone who has mastered skills associated with commitment to the job:

- Makes it his or her challenge, duty, and responsibility to master elements of the job.
- Recognizes the value inherent in his or her current position.
- Learns to master skills, behaviors, attitudes, product knowledge, and interpersonal relationships.
- Thinks of himself as an achiever who can beat his own personal best, not as a competitor who can beat other people.
- Blocks out irrelevant obstacles to success.

How do you develop your own skills and improve Commitment to the Job?

There are fundamental rules of job success no matter what your commitment to your individual profession may be:

1. You absolutely must provide value every day—whether you work with customers, clients, suppliers, internal corporate resources, etc.
2. Every job has its unique reason for existence. Without the job that you do, other jobs wouldn't exist.
3. You must have a grasp of the principles behind the job you do. What does the job do and how does it function?

Here are some hints on how to improve your Commitment to the Job:

- Master your craft—know your duties and perform them well.
- Make and stick to your promises—keep your commitments.
- Manage the expectations of your customers.
- Deliver value, every day.
- Provide a consistently high level of ongoing support to those whom you serve.
- Aspire to other things—but don't short-change your employer, customers, or yourself through a half-hearted effort.
- Make your job exciting—make it your challenge, your duty, and your responsibility to master what you are doing and enjoy it.
- Master skills, behaviors, attitudes, and interpersonal relationships that are important in your position.
- Learn to be an achiever who beats your own personal best. Don't be a competitor who beats other people.

- Approach your job as a partnership with your customers, suppliers, managers, and co-workers. You all have a significant role to play and need to cooperate.
- Recognize that giving up, quitting, and a lack of commitment to ANYTHING can become a habit. DON'T develop that habit!

It is good to aspire to greater things. What you have to do is see promotions or other opportunities for growth. But the truth of the matter is that they will find their way to you when you are ready. The best way for you to be ready is to value the position you are in, master your craft—the skills specific to job success, and meet your responsibilities and commitments.

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Activities

Activity 1: What is My Job?

Obtain a copy of your official job description.

1. In the first column, list ten major duties associated with fulfilling your job:
2. In the second column, write “yes” if you like performing the duty, or “no” if you don’t like it.
3. In the third column, list two reasons why every duty that you listed “no” next to is important to your company’s success.
4. In the fourth column, write two reasons why those duties are important to YOUR success in your job.

	Job Duty	Enjoy Yes/No	Why Important to Company Success	Why Important to My Success
1				
2				
3				
4				
5				
6				
7				
8				
9				

Activity 2: Thinking about Your Commitment to the Job

Think carefully about your recent performance on the job, and try to answer the following questions. When you are done, see if there are patterns or trends in your answers. See what you can do to change some of the negative feelings you may have to positive ones.

1. Do you think you are a motivated person? If not, why not? If so, why so?
2. Have you had difficulty completing tasks if no one seemed to be monitoring your progress on them?
3. Do you have a problem with procrastination? What kind of things do you procrastinate on?
4. Do you ever set goals for yourself on the job, independent of goals set FOR YOU by your manager?
5. If you answered yes to #3 above, do you accomplish your own personal goals?
6. If you answered no to #3 above, why?
7. What do you think motivates you most on the job? Financial incentives? Acknowledgement from others? Deadlines? Something else?
8. Do you feel more or less committed to the job you are in RIGHT NOW than you did at a previous job? Why?
9. Do you think your job right now will lead to something more for you in the future? Why? Why not?

Activity 3: Observing Others

We all know someone who is just passionate about his or her job, someone who seems to LIVE to succeed at work. Choose at least two people you know who are committed to and successful at their jobs, and interview them for feedback. You can use the following questions to help you start, but keep going—ask whatever questions you think will help you understand how each person stays so committed to his or her job.

1. What makes you happy about your job?
2. What motivates you on a good day at work?
3. What motivates you on a bad day at work?
4. How did you get this job? What were you doing before?
5. What are your goals for this job? What do you hope to accomplish in this position?
6. What are your bigger career goals?
7. I am trying to get more committed to my job and do better at it. What is your advice for me?

Now that you have interviewed a few people to understand what motivates them, ask yourself the same questions. Be bold, and be honest about what you want and think.

1. What makes you happy about your job?
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3. What motivates you on a bad day at work?
4. How did you get this job? What were you doing before?
5. What are your goals for this job?
6. What do you hope to accomplish in this position?
7. What are your bigger career goals?

Then, answer the following question:

What are five things you can personally do to make yourself more committed to your job? Give yourself a deadline for initiating action on your plans.

1. _____

Date to accomplish: _____

2. _____

Date to accomplish: _____

3. _____

Date to accomplish: _____

4. _____

Date to accomplish: _____

5. _____

Date to accomplish: _____

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