

XCEL Points

For Leadership Success

Campus Center and Student Activities Department

Commitment

What is commitment?

One important aspect of successful leadership is commitment. Being committed allows you to put your beliefs and values into practice and involves understanding your role within a group to effectively achieve goals. Many believe you can only have one commitment that to which you are entirely devoted. As a leader, having the proper balance and perspective can lead to being committed to more than one activity. With motivation, you can work to achieve personal commitment to all of your organizations or

What is Your Personal Commitment?



Your personal commitment does not have to be related to your organization. If you are passionate about getting good grades, mastering an instrument, developing personal friendships, or maintaining your health, set up goals to commit to those values as well.

Managing Your Personal Commitment

If commitment stems from within, personal commitment is the most important. Personal commitment involves the investing of time and energy towards something you want to pursue and is most successful and followed up on when backed by passion and inspiration. Take time to ask yourself, “What do I *really* want to do?” or “What am I *passionate* about?” You can also adhere to the following suggestions to be in the best position for success.

Create goals: Having goals, or “check-points” can help you stay focused on your commitment because nothing is an overnight process. It takes a lot of thought and planning so that you have a firm foundation to stay committed. Each goal you set toward your commitment will serve as a reminder and a motivator to do what is necessary.

Prioritize your commitments: The problem most people run into is not that they have too many commitments, but that they are giving each commitment the same amount of time. It is ok to have more than one commitment in your life, but you need to be able to give each commitment its own quality time.

Know your resources: Are there other individuals that are already committed to the same thing you are working towards? They are the individuals that can help you along the way.



Campus Center and Student Activities Office (3rd Floor of the Campus Center)

<http://www.wpi.edu/+SAO> Phone: 508-831-5291

For additional information e-mail us at ccsainfo@wpi.edu

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Commitment Within the Organization

For organizational success, commitment is essential for everyone to be on the same page and working toward a common purpose. Having a set of values, principles, or beliefs for the organization provides direction for that group. It is imperative for each individual to be committed to the same purpose while upholding campus standards to provide enriching activities because the performance of the organization can affect many people outside the organization. All organizations will experience disagreements when planning events and officers must work together to gather all ideas from the organization to develop a program in which everyone can believe. Each individual member should respect everyone's ideas, even if they are different. Any action done that would be detrimental to the common purpose of the organization would be showing a lack of commitment.

When the organization works together, there is endless room to grow and everyone will be happy and motivated to improve the organization. Commitment in the organization starts with effective leadership. Here are 5 ways to promote commitment in an organization.

5 Ways to Promote Team Commitment

Roles and Responsibilities

- Take time to know your committee and their skills. Give each member a role that fits them and help them appreciate their responsibilities within the role.

Empowerment and Ownership

- Encourage everyone in your committee. Set goals or expectations with them, but let them use their creativity in their responsibilities, and still hold them accountable for the success of their role. Everyone in the committee will appreciate your support and guidance.

Trust

- Showing that you believe in your committee goes a long way towards team commitment. Not only will individuals in your committee show trust to you, but that team concept of trust will strengthen.

Recognition

- Reward your committee when a job is done well. Highlight victories, big or small! Seek out individuals who normally do not make known their accomplishments and be sure to announce hard work.

A Sense of Humor

- Do not forget to have fun. There will be times when your committee will be stressed out and adding a little excitement and laughter can unite the team.

Adapted from Top 5 Ways to Build Team Commitment. Adam Cohen



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