



Tips for Motivating Your Legacy Team

Cultivate Team Spirit

- Gain an understanding of each team member's reason for joining the team and align their experience with this reason
- Discuss how the core values of the organization translate into impacting lives and share these stories often
- Work toward each team member having the necessary skills for the task at hand (share topical articles, role play, work through challenges together)
- Have a succession plan, recruit new team members as required and embrace team turnover
- Gain an understanding of each other's talents, skills, and interests
- Make being a team member an enjoyable experience
 - Develop camaraderie among team members
 - Develop a feeling of mutual support and trust
 - Show each other appreciation for effort
 - Build confidence
 - Be sure that every team member is contributing
 - Recognize life events of team members

Set Foundation for Success

- Make sure that everyone understands the purpose of the team and their individual role
- Have clear goals and objectives for the team, and for each team member
- Celebrate every success (even the little ones) and focus on "rewards" of efforts
 - Announce each new donor to your team
 - Share great conversations
 - Share individual and team achievements
- Help each team member feel that they are part of a successful wave of accomplishment – use momentum!
 - Share community progress
 - Share stories of impact to celebrate the importance of doing this work
 - Share stories and testimonials from donors

Effectively Communicate

- Hold regular team meetings
- Ask team members to establish deadlines for their tasks and hold them accountable
- Communicate personal or life circumstances as they impact the team
- Utilize benchmarks, scorecards, thermometers, or other devices to measure progress