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**Module 6.0 Motivation and Engagement****Learning Outcome**

6.0 Upon completion of this block of instruction, the student will be familiar with effective motivation and engagement skills with the ability to apply the appropriate techniques to given situations on or off-the-job when dealing with junior, peers, or senior personnel and how it relates to the Chief Petty Officer Creed.

**Objectives**

6.0a Analyze and discuss the importance of team and individual motivation and engagement as it relates to the CPO Creed.

6.0b Analyze and discuss the definition of motivation and engagement and how it relates to Chief Petty Officers in leading up, down, and laterally across the organization.

6.0c Analyze and discuss roles, goals, purpose, and recognition as they relate to motivation and engagement with juniors, peers, and seniors.

**Curriculum Development References**

1. Laying the Keel, May 2023
2. Navy Leader Development Framework, Version 3.0 2023.

**Student Preparation Material****A. Student Support Material****B. Reference Publications**

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.

**Instructor Preparation****A. Review assigned student support material****B. Reference Publications****C. Instructional Materials Required**

1. Personalized facilitator guide
1. Slideshow

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Module 6.0 Motivation and Engagement

- a. Slides 6.0-1 through 6.0-12
2. PE-6.0-1
3. Support Equipment
  - a. VAP or SMART Board and Butcher Paper
  - b. Markers

**D. Seminar Room Preparation**

1. Write your name, lesson number, and lesson module title on the marker-board
2. Check all audio/visual equipment (as applicable) to ensure it is present and in working order.

**E. Suggested Timelines**

1. 60-90 minutes

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**Module 6.0 Motivation and Engagement****Discussion Point****Related Instructor Activity****I. Introduction****A. Attention**

1. Establish contact

B. Motivation: Used to heighten awareness of the lesson module and increase the students' interest.

**C. Overview**

1. CPO Profile Video.
2. CPO Creed.
3. Define and discuss motivation in relation to the CPO Creed.
4. Define and discuss engagement in relation to the CPO Creed.
5. PE 6.0-1.
6. Naval History Timeline.

**Display Slide 6.0-1**

- A. Introduce yourself and the lesson module.
- B. Provide a motivating statement on the importance of the subject matter.

**Display Slide 6.0-2 (Objectives)****Display Slide 6.0-3 (Overview)**

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Module 6.0 Motivation and Engagement

## Discussion Point

## Related Instructor Activity

**II. Presentation****Display Slide 6.0-4**

- Play CPO Profile Video.
- ASK: How can we use our history as a means to motivate?

**A. CPO Creed section six (6).****Display Slide 6.0-5**

Note: Let the students read the excerpt from the CPO Creed

- ASK: Can a command be successful without good motivation and engagement?
- ASK: How do motivation and engagement determine success? What does that mean?
- ASK: Does this part of the Creed only apply to the Navy?

**B. Definition of Motivation  
Definition of Engagement****Display Slide 6.0-6**

Note: Let the students read the definitions

- ASK: What do the definitions mean to you as a Chief within the Mess?
- ASK: How does the quote below apply to the

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Module 6.0 Motivation and Engagement

## Discussion Point

## Related Instructor Activity

definitions on this page?

- STATE: You will find that motivation is a developmental process for some Sailors.
- ASK: How does engagement influence that process?

**C. Discuss Types of Motivation****Display Slide 6.0-7**

- Note: This slide discusses types of individual motivation.
- DISCUSS: Pros and Cons of Extrinsic Motivation.
  - o Pros – more likely to:
    - Do a necessary task of little interest.
    - Push personal limits with incentives.
    - Increase social learning compliance.
    - Increase the speed of the task
  - o Cons
    - Divide attention between reward and problem-solving tasks.
    - Reward removal → motivation loss
- DISCUSS: Pros and Cons of Intrinsic Motivation.
  - o Pros – more likely to:
    - Invest more time in tasks.
    - Stick to the task.

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Module 6.0 Motivation and Engagement

## Discussion Point

## Related Instructor Activity

**D. Discuss Team Motivation and its relationship to individual motivation**

- Succeed with the task.
  - Be innovative.
  - Be self-motivated to take on new tasks.
  - Cons
    - Intrinsic motivation is less universally appealing than Extrinsic.
    - Slower behavioral change.
  - ASK: Which type of motivation is better for building toughness and lethality?
  - ASK: Does one type favor more engagement?
- Display Slide 6.0-8**
- ASK: What comes to mind when you hear the word “teamwork?”
  - ASK: Can a team produce results with no individual motivation and vice versa? Can the team succeed in either scenario?
  - ASK: Have you been putting in effort in the CPO Process as a Team or Individual?
  - How would you describe the CPO mess team effort up to this point?

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Module 6.0 Motivation and Engagement

## Discussion Point

## Related Instructor Activity

**E. Discuss Engagement and the relationship between engagement and motivation both individual and team.**

1. Start Early – Assign the right sponsor-stays with new CPO, new check-in throughout the first year.
2. Encourage professional development – Strengthen our Navy Team for the Future.
3. Ensure organizational/team goals are understood – How the Mess develops lethality and produces readiness in support of The Design for Maintaining Maritime Superiority.
4. Provide recognition – Pays to be a winner!
5. Don't micromanage – Mission Command.

**F. Activity: PE 6.0-1 Motivation and Engagement****Ways to motivate:**

- Figure out what makes them tick (individual needs).
- Give clear expectations.
- Consistent reinforcement and consequences.
- Healthy competition.
- Change out team members.

**Display Slide 6.0-9**

- NOTE: Call on multiple students to discuss each of the following:
- ASK: Why is it important to start early?
- ASK: Does professional development on an individual basis benefit the team?
- ASK: Could someone give an example of micromanagement?

**Display Slide 6.0-10**

- Directions: Read the slide aloud.
- Note: Allow five minutes for students to complete the first part. Once part one is complete, allow five or ten minutes for part two. Each group should share one strategy.
- DISCUSS: Create a discussion based on answers. Use examples from personal experiences with

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**Module 6.0 Motivation and Engagement****Discussion Point****Related Instructor Activity**

Engaged/Motivated Chiefs.

**G. Naval History Timeline Links**

[Operations Earnest Will & Praying Mantis](#)  
[Gulf War](#)  
[Combatant Ships Opened to Women](#)

**Display Slide 6.0-11**

**H. Summary**

**Display Slide 6.0-12**

Restate: Now that we have gone through the CPO Creed, do you understand the importance of:

The CPO Creed?

Motivation as it relates to the CPO Creed, the Mess, and the Chief?

Being engaged as it relates to the CPO Creed, the Mess, and the Chief?

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Module 6.0 Motivation and Engagement

Discussion Point

Related Instructor Activity