Encouraging Ownership

Definition from CLS: engaging others to accept a stake in the vision

Performance Description

Encouraging ownership involves engaging with others to produce enthusiasm for a shared vision that is worth investing time and effort to achieve without adding undue burden. It helps people decide "how can incorporating this thing into part of who I am contribute to becoming my ideal self?". Ownership is fostered by empowering stakeholders to make a commitment about what, how, when, and why they will be involved, rather than micromanaging involvement. This commitment is enhanced by incorporating the values, needs, and quality of life that will be strengthened when ownership in that thing evolves to a desired state. As a result, stakeholders are motivated to raise expectations and accept new responsibilities surrounding their participation and performance. When this is achieved, one can see the difference they have made for others now engaged at a new level.

Dimensions

Share a vision: use empathy and imagery to help others see a future state
Envision: share key details of impact to help visualize the future existence

Find catalyst: identify triggers that mitigate impediment/risk
Energize: create enthusiasm by making it invigorating for the mentee

Empower: arrange factors needed to make a significant endeavor possible
Obtain commitment: secure willingness to tackle challenges required for a vision

Align to values: ensure efforts are consistent with QoL
Enrich the self: expand identity of the person taking ownership

Shift control: let receivers decide what, why, when, and how one is involved
Validate added value: recognize the worth that one has contributed

Connections to classification of learning skills: blue=individual learning skill, purple=skill cluster
Mentoring skills that support this skill: Validating added value, Raising Expectations

Level 5: Transformer
- Excites curiosity in others by vividly representing detailed opportunities that contribute to an enhanced future for all
- Highlights how to minimize barriers in a way that turns reservations into inspiration
- Creates synergy among situational factors to create strong devotion
- Illuminates how values in one's life are upheld through these new efforts by opening the door for expanded self-concept
- Lets go, reflecting on how full ownership by mentee will produce wide impacts for all

Level 4: Mentor
- Confers with mentee to explore how opportunities will impact desired future
- Holistically reduces impact of factors impeding progress by leveraging newfound intentionality
- Integrates key resources in the situation to make saying yes to the effort a no brainer
- Links new efforts of mentee with key life qualities to enhance image of future self
- Strategizes with mentee about implementation details, reflecting on how giving freedom to mentee will make a lasting impact

Level 3: Facilitator
- Scripts an alluring vision about what can be achieved
- Makes constructive interventions to address impediments with confidence building strategies
- Pulls in needed supports for achieving the proposed vision so it is easily embraced
- Embeds stakeholder values into outcomes that will develop new role identities
- Releases stakeholders to make critical decisions, satisfied that intended outcomes will create value

Level 2: Recruiter
- Outlines opportunities to get involved in something new by sharing advantages
- Shows how benefits outweigh costs in order to elevate curiosity
- Offers options that create agreement to move forward
- Appeals to both community and personal values that will be bolstered through new responsibilities
- Lets mentee negotiate with stakeholders about new role, noting how community will benefit

Level 1: Advisor
- Makes others aware of interesting opportunities to pursue
- Describes how to navigate around risks/impediments to create safe space for personal action
- Lays out a plan that is agreeable
- Checks that new vision for self fits with personal values
- Grants permission to proceed with plan, trusting that it will succeed based on past experience