# Building Commitment

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Commitment is a quality (a state of mind) often best seen in the behaviours that surround it. Commitment is a dedication to a particular cause, or belief.  Committed people display a willingness to get involved.

People who are committed to a belief or idea (or an organisation for that matter) truly believe that it is important, and they show up, follow through, and stick with it.

Commitment rarely takes place instantly, it takes time to evolve and develop.   Commitment grows when people:
- Openly communicate
- Work together
- Feel successful at what they do
- Make decisions together
- Work through conflicts and issues
- Support one another's leadership and followership
- Have fun and engage with each other
- Overcome obstacles
- Hold each other to high principles and ideals
- Appreciate and respect one another
- Challenge one another to take the next step
- Build relationships and work to sustain them
- Experience a victory together
- Learn from mistakes and setbacks
- See their leaders model commitment

People develop commitment and are motivated by a number of key values.  Often there are a few key questions that bring to light the factors that bring about engagement and result in commitment:

- Why are you (they) committed to this project?
- What is most important to you (them)?
- What are the goals of the group?
- How clear is your (their) vision of what is possible?
- Are the people with whom you (they) work a factor in your (their) engagement?
- How much time have you (they) invested in this group?
- What is your role in your (their) group or organization?
- What have you learned in this group?
- Is the satisfaction you get from doing this work significant?

People commit to a project, group or organization because they gain something that is important to them from their involvement. When you invite them to become involved, you are not only asking for their help, you are offering them an opportunity to:

- Work on an issue that is important to them
- Benefit their work community
- Meet and spend time with like-minded people
- Expand their skills
- Be a part of a team
- Learn how to develop interpersonal skills (or leadership)
- Rise to a challenge
- Meet high standards
- Accomplish something significant

To build commitment in your team:

1. welcome people into the team and make them feel valued
2. be open and clear about the mission, principles, and goals of the project
3. model commitment yourself and 'walk the talk'
4. give people meaningful work to do as soon as they join the team
5. pick out the right level of challenge for people so that they can be both successful and stretched
6. build an organizational culture in which the team members appreciate and respect each other
7. listen to your team to build their confidence that you value their views and respect what they say
8. support people's leadership to develop their feeling of ownership
9. celebrate successes (both small and large)

**Useful References**

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