Culturally Inclusive Leadership

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Developing a sense of self-worth through diverse culture, stimulates an examination of motivation and empowerment through complex environments. Exposing oneself within cross-cultural interactions and challenging the status quo, establishes the creation of value with a sense of purpose through active conversation. The framework of inclusion expands as processes and structures mitigate an unconscious bias. Seeking diversity among organizational platforms comes with the mindset of understanding how others experiences within the world promote empathy and foster a new perspective. Through the defiance of ethnocentric tendencies, an individual can seek value in the curiosity of different cultures. With the articulation of authentic commitment, an organization has the ability to achieve greater self-recognition and fulfillment among individual employees.

Keywords: inclusive, leadership, motivation, empowerment

INTRODUCTION

Motivation and empowerment are two driving forces when enabling a proactive, functioning workplace. Whether it be through extrinsic or intrinsic environment influences, incorporating an inclusive and respective leadership style is imperative. The means of devoting time into creating such an environment, stems from the creation of performance examination and measurement of success among relationships, as well as the creation of rewarded objectives to show value in employee efforts. The consideration of "high-level achievement" not only comes from the success of the corporation's skillsets and service, but the way company policy sustains employee value.

TOPICS OF DISCUSSION

Recognizing the ability of achievement both internally and externally, can be reinforced through the support in creation of performance equality and level-based motivation by promoting a culturally inclusive organization. The creation of needed authority in response to maintaining a diverse corporation, enables the input and direction of diminishing social standards and rewards success through recognition of

respecting others. There are numerous concepts stimulating the perspective of 'how' to influence others. Through Daft's research, motivation and empowerment were two factors that created a conceptual context of success for creating an employee purpose (Daft & Lane, 2018). The Needs-Based Theories of Motivation and the Psychological Model of Empowerment develop an analysis of essential conditions utilized in accessing innate human needs among workplace environments.

THE NEEDS-BASED THEORIES OF MOTIVATION

Motivation proposes the basic contribution to draw in an individual's desires to create meaning in everyday functions. To narrow down the research, there are three "needs-based" theories analyzed among Daft's text, that focus on the creation of motivation; these three theories are Maslow's Hierarchy of Needs, Two-Factor Theory, and Acquired Needs Theory (Daft & Lane, 2018). The overall 'desire' of these theories' base satisfaction on human nature desires. "As we satisfy these basic needs, we start looking to satisfy higher-order needs; once a lower-level need is satisfied, it no longer serves as a motivator," (*Need-Based Theories of Motivation*, 2015).

Basic needs prioritize from physiological factors (i.e., air, water, heat), feeling secure in sustaining a balanced lifestyle (i.e., job security, protected home), all while creating a sense of fulfillment in relationships and growth. The Two Factor Theory prompts an established notion of two things that influence work motivation – hygiene factors and motivators. The frequent based needs specified include the need for achievement (standard of success), the need for affiliation (forming relationships), and the need for power (influence and control others), which all perpetrate the long-term effect of coordinating desired outcomes in appropriate living standards (Daft & Lane, 2018). The concepts confronted in understanding an individual's cause, resonate in a designed impact of priority levels.

PSYCHOLOGICAL MODEL OF EMPOWERMENT

The innate desire to grow and develop enables employees to improve and sense personal fulfillment in rewarding and enriching structure. The interpretation of elements in establishing self-sufficiency release the development regarding the meaning of enabling employees to find motivation within themselves. "People are psychologically empowered when they have a sense of meaning in their life and work, and when they develop a sense of confidence, self-efficacy, and determination and realize their impact on their families and communities," (Lopez, 2016). The inclination of standard set within a firm, simplify the ideals subjected to the quality and purpose set for each employee to reach. A driving force in this extensive contribution help stimulate a developed reward through accessible meaning and self-directed establishment within the task force.

COMPARE AND CONTRAST

Delegating a sense of motivation and empowerment through company policies, focus on creating a 'greater power' for employees. The Needs-Based Theories of Motivation and the Psychological Model of Empowerment contributes to the guidelines of determining factual needs within an individual, as well as, how to apply them within a company. The effective release in higher-level needs identify from the driving purpose of effectively performing meaningful tasks that increase company performance and enabling the power to influence decisions within the taskforce. "Transformational leadership is often explained in relation to transactional leadership," (Sucozhañay, Siguenza-Guzman, et. al., 2014). Through the motivational theories, the 'need for affiliation and advancement in opportunity' can subjectively prompt the reinforcement of contribution to procedures and organizational direction found in the empowerment psychological model.

Being rewarded for impactful results can increase the value in the need for self-recognition and increase an individual's want for responsibility. Overall, the continuous variable that increases the theories in

comparison define a strict construction of meaning and self-determination through dimensions of defining the needs of individuals and determining how to utilize these roles in company environments.

Empowerment is not an enduring personality trait across situations, but rather, a set of cognitions shaped by a work environment (Spreitzer, G. M., Mishra, A., Bolino, M., et. al., 2017). Situational tactics determine the outcome of empowerment among employees. Motivation measures the value in job requirement or expectation set forth. The two contrasts through the development of reflection between work environments and self-esteem measurement. Though serving as important tools within an organization, both service different specifications when manifesting the meaning of work-based impact. Personality traits drive the function of motivation, transforming opinions and varying the aspects of life among individuals. Empowerment enables leaders to release the motivation already there (Daft & Lane, 2018). Understanding what drives an employee's self-efficiency must already entail the knowledge of meaning and value traits centralized in the work ethic of that individual.

EFFECTIVENESS OF STYLE

When determining the effectiveness of expanding the capabilities within an employee, there are specific motivators within a company that anticipate the theory identification. The Needs-Based Theories of Motivation illustrate priority-based motivation prompting to the use during job requirement objectives and computing the difference between job satisfaction versus dissatisfaction. This satisfaction is measured through the social and self-esteem needs that are met within the workplace. As a leader, one can use good working conditions, satisfactory pay, and comfortable relationships to reduce job dissatisfaction (Daft & Lane, 2018).

The Psychological Model of Empowerment increases the control of work success through a sense of utilizing the already established personal motivation identified. "In general, one can say if there exist mechanisms for organizational justice and psychological empowerment within an organization, employees' job satisfaction and organizational commitment will rise up and these will in turn improve organizational citizenship behavior," (Najafi, Noruzy, Azar, et. al., 2011). The accessibility in developing true sense for desired performance can interpret the influence contribution among quality in self-directed teams. Empowerment is not a global construct generalizable across different life situations and roles but rather, specific to the work domain (Spreitzer, G. M., Mishra, A., Bolino, M., et. al., 2017). Job designs, implementing principles, and embracing change can increase company value to an employee.

CONCLUSION

The Needs-Based Theories of Motivation and The Psychological Model of Empowerment identify human needs by enforcing tactical creating conditions that increase work value and purpose. Internal and external factors orientate the construction of meaning to individuals, implementing course interpretation to high quality performance. When deciding which theory to use, it is crucial to determine whether the characteristics/values of a person and a company align. Skillsets are created through motivation. While incorporating these skills through company success, empowerment can be instilled. Overall, when determining leadership qualities within these two theories, enabling expectations, while incorporating value, increase the determination among employee taskforces.

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