

intent

adj: resolve or determination to do something

noun: a clearly formulated purpose



Knowing what you want and how to get it is important as it provides the vision and roadmap for achieving results. But working without intention, may prevent you from getting results for you as well as your team.

This commitment can be kept internal only to you. For example, if you are looking to exercise more, you may not need to communicate this to others. However, you may find that sharing this with others may aid your commitment and provide you with the external support you need to follow through.

Demonstrating your intention externally is important most of the time no matter what you choose to commit to. This is because when you communicate your intent to others, this clarity of purpose and the necessary motivation can convey the importance to others. And other people are often necessary to carrying out actions to achieve results.

Using a turn signal when turning or changing lanes when driving provides a clear understanding to those around us regarding our intentions. Though you may think using turn signals is unimportant or optional, putting yourself in the position of other drivers can reinforce its importance.

If you operate without intention in the workplace, you may find people are confused, unmotivated or entirely disengaged in the actions you are looking to execute. The lack of clarity in your intent allows people to make up their own assumptions, which is never a good idea.

Benefits of working with intention include:

Clearer Communication – When you state your intention directly, others will better understand why you are saying what you are saying. This knowledge of the why behind your what can be the difference between effective and ineffective leadership or teamwork.

Motivated Employees and Colleagues – If you walk into a meeting with behavior, tone of voice and overall demeanor signaling you are clear in your intent, others will feel secure and motivated to accompany you where you want to take them.

Positive Corporate Culture – Intention is an essential part of motivating others to achieve results because it enables people to feel valued and trusted for what they bring to the workplace. Regardless of your role or position, your intentional behavior models the standard for a corporate culture they want to be part of.