

# Exploring Leadership

## PERSONAL LEADERSHIP: COMMITMENT

Commitment is dedication to a particular organization, cause, or belief, and a willingness to get involved. People who are committed to an organization or effort truly believe that it is important, and they show up, follow through, and stick with it. A committed team understands the goal, is motivated by the results, and understands their individual roles in hitting the target.

### CONVERSATION STARTERS:

- "Always remember the distinction between contribution and commitment. Take the matter of bacon and eggs. The chicken makes a contribution. The pig makes a commitment."  
-John Mack Carter

Commitment is sometimes called stick-to-itiveness. It typically is accompanied by a statement of purpose or a plan of action. It means dedication to a task, a promise to oneself that you will see it through to completion, whatever it is.

### KEY OBJECTIVES:

- Understand the importance of Commitment.
- Practice Commitment to a simple team task.

### WHAT YOU'LL NEED:

- A tub of cotton balls big enough for multiple people to dunk their heads in it at the same time
- Petroleum jelly
- Empty bowl

## EXPLORATION ACTIVITY:

This Commitment Game requires three levels of commitment: 1) You have to commit to do something foolish without embarrassment, 2) You have to commit to play by the rules, 3) You have to commit to stay with a potentially very frustrating task until it is complete. If all the members of your team show Commitment, you will succeed at the task. Instructions:

### FACILITATOR TIP:

- Watch for potential cheating with hands or mouths.
- Stick to these rules! This teaches participants what it feels like to take part in something with their full commitment.

- Teams of four line up an equal distance from the cotton balls. Everyone puts a dab of petroleum jelly on the end of their nose.
- NO HANDS MAY BE USED FROM THIS POINT FORWARD!
- On "Go!" the first member of each team runs to the cotton balls and dips their vaseline-dabbed nose into the tub until one sticks -- NO HANDS!
- Cotton ball on nose, you run to the empty container and "wiggle" it off the nose and into the container. NO HANDS! If it falls outside the container, you have to go back and get another cotton ball from the tub.
- When one player finishes the task, the next one goes.
- The first team to have each member transfer a cotton ball on the end of their nose from the tub to another container across the room (without using their hands) wins.



## REFLECTION QUESTIONS:

- Were you personally committed to the success of your team? Why or why not?
- Which aspect of the task required the greatest Commitment? Why? What required you to not give up?

## APPLICATION DISCUSSION:

- Describe a long-term task you completed that required Commitment?
- What are some things you are committed to in real life? How long do you think they will take to achieve?
- Why would Commitment be a quality that employers look for?



## CONCLUSION:

Commitment is important because successful relationships, careers, and leadership require it. You can't succeed at something you are not committed to. While the true test of commitment may take months or years, the following activity can give you a small idea of how commitment leads to success.

When you commit to the people and things that are truly important to you, your relationships will improve and you will be more successful in achieving your goals. The stronger your commitment, the more likely you are to succeed as you refuse to give up or give in. You make more disciplined and productive decisions – and are more willing to go out of your comfort zone. That's what it takes to achieve success.

Utah State University is an affirmative action/equal opportunity institution and is committed to a learning and working environment free from discrimination. For USU's non-discrimination notice, see [equity.usu.edu/non-discrimination](http://equity.usu.edu/non-discrimination).

## REFERENCES

- <https://cpb-us-e1.wpmucdn.com/blogs.cornell.edu/dist/f/575/files/2016/07/YG-Big-Commitment-1xwwwxgq.pdf>
- [https://www.youtube.com/watch?v=ezpptdz9\\_3A](https://www.youtube.com/watch?v=ezpptdz9_3A)
- <https://www.mentalhelp.net/blogs/three-components-of-a-commitment-what-qualifies-as-a-commitment-and-a-committed-person/>