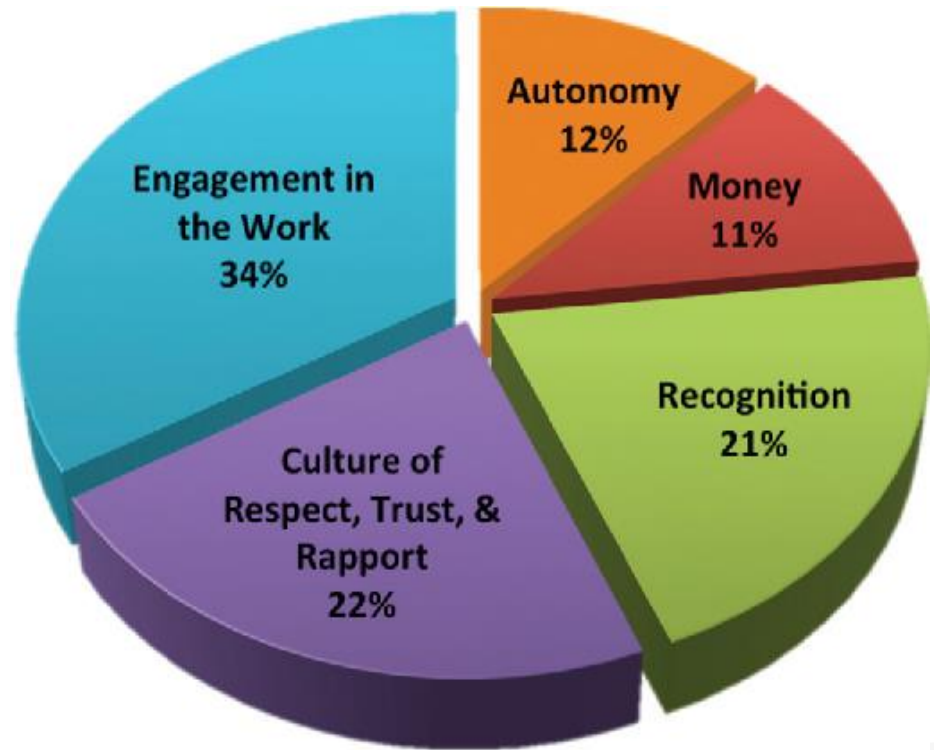
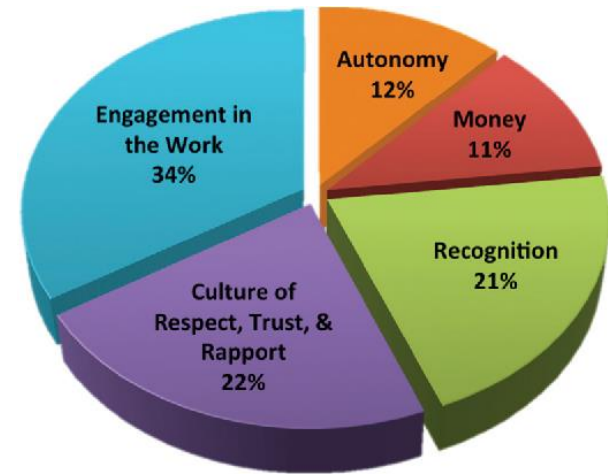


# MOTIVATING YOUR EMPLOYEES



# Motivation – The Big 3

- ▶ By focusing on the Big 3 – you cover 77% of the motivational factors
  - Engagement at Work
  - Culture, Respect, Trust & Rapport
  - Recognition



# 1 – Engagement at Work

## To Build Engagement:

- ▶ Help people understand **what** to do and **why** they are doing it
- ▶ Share your goals and explain how they can help achieve them
- ▶ Promote opportunities for advancement
- ▶ Play to employee strengths & challenge those that earn it
- ▶ Be easy to approach and keep employees informed
- ▶ Make sure employees have resources and equipment to do the job



Engagement in  
the Work  
34%

## 2 – Culture, Respect, Trust & Rapport

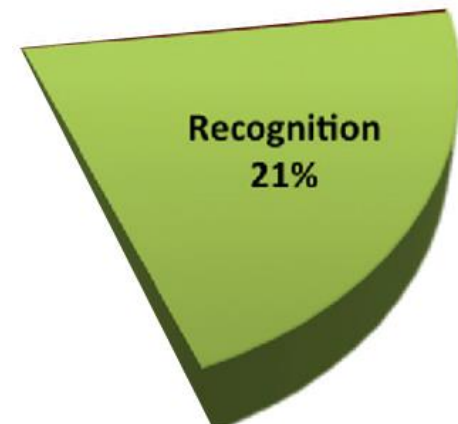
- ▶ Respect is a powerful motivator
- ▶ Leaders that show respect create engaged employees
  - Good manners, face-to-face communication, ongoing feedback, resolving conflicts
  - Require respect from others at all levels
- ▶ Foster open communication
  - Show them you care
  - Always follow up, and be timely
- ▶ Encourage workplace camaraderie
  - Adults spend 40+ hours a week at the same job with the same people so focus on building a friendly (respectful) team
  - Manage conflicts personally and promptly, be unbiased and fair



# 3 – Recognition

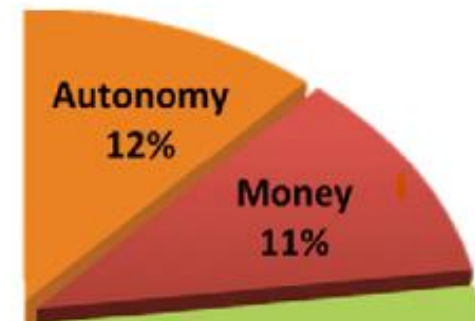


- ▶ Recognize a job well done
  - Let people know they are valued
  - Celebrate small wins
  - Always provide details and have timely delivery (within 24 hours)
  - Don't forget their personal attributes, it's not just about the work (sense of humor, attention to detail, timeliness, leadership, etc.)
- ▶ Incentivize the workplace
  - Provide rewards for completion of goals
  - Make work fun when you can
  - Reward people for hard work



# Autonomy & Money

- ▶ **Autonomy – Employees value freedom**
  - As they earn trust by meeting objectives, give additional responsibility
  - Micro-managing is a motivation killer but not paying enough attention to an employee is also demotivating, must have a balance
  - Communication is key – block out time in your day to touch base with employees to ensure they have a voice
- ▶ **Pay – We must accept that employees will determine their value to the organization by comparing their pay**
  - Employees want equity between the what they bring and what they receive. Fair treatment motivates employees.
  - Pay based on performance encourages employees to maintain a high level of effort if they understand how they are related



# And, Finally...

- ▶ Be someone you'd want to work for
  - Don't be a miserable manager
  - Stay positive
  - Be understanding – we are all human beings
  - Get to know your team
  - Communicate expectations clearly
  - Provide effective and prompt feedback

One of the biggest factors leading to employee disengagement is incompetent management. How you handle your daily interactions can have the biggest impact of all!



Click on the button below to take the quiz for this session.

[QUIZ](#)