

Motivation

- Motivating employees starts with motivating yourself. Find out what motivates you and use it.
- Each person is motivated by different things. The first thing you need to do is to find out what it is that really motivates each of your employees.
- Few of us have the outstanding qualities of inspirational figures such as Nelson Mandela but we all have an ability to inspire employees in small but meaningful ways. When people are inspired they become more enthusiastic, motivated and engaged which invariably improves their performance
- Killer whales like fish. Their trainers use it to raise the bar that they jump over – a bit at a time.
- Learn to let go – you need to trust people to use their own judgment .
- Demonstrate that you have confidence in their abilities by empowering them and giving them a level of autonomy that is appropriate for their role.
- Most people feel good about themselves when they are able to understand how their contribution helps their overall success of the organisation.
- It can be easy to forget to say thank you in a busy day, but it is important to try to provide regular praise and recognition where it is merited.
- Strive to play an employee's strengths and seek to make the most of individual capabilities and talents wherever possible.
- Act with integrity and honesty at all times – people respect managers and leaders who act in line with their values, who behave consistently, who don't avoid confronting difficult issues and who provide open and honest explanations.
- Most people seek clarity about the progress they are making but few welcome criticism. So make sure that feedback is balanced, that employees take ownership of the resulting actions and that appropriate coaching and support is put in place to help individuals learn.
- Remember that employees are individuals and have lives outside the workplace – you employ the whole person!
- Have fun!