

Tips for Employee Motivation

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The business owner must have to think and examine the current status of his/her workforce energy levels. Because positive frame of minds can reflect result oriented efforts. Motivation often brings great value which higher salaries cannot bring.

Here are some ideas on How to motivate and energize the workforce.

Motivate First

Think about the motivations that compel you to do a good job and to achieve great outcomes, and focus on them yourself. This way, you will *set a good example* for your employees to follow, and be more pleasant to work with. Think of it this way too: if you hate your job, and you're in charge, what's there to work up to? Be the best so that others have an incentive to match you. As Albert Schweitzer once said, "Example is not the main thing in influencing others; it is the only thing."

Know your employees

Get some insight into the lives of the people you hired. Learn about who they are, and where they are going. Find out what motivates each individual to do a good job so you can capitalize on it.

Use smarter goals

Convey goals that are specific, realistic, and measurable. As long as your employees can see the light at the end of the tunnel, they will keep working towards it with enthusiasm and focus.

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Delegate authority

You know the bottom line. Instead of micro-managing everyone else's work, explain to them what your bottom line is, and assign them a certain amount of authority so that they can take charge of the task at hand. By opening up new possibilities, your employees will be encouraged to do the job the way they would do it if they were in charge.

Work out a reward system

- Provide a clear system of incentives for your employees, such as:
- awards and recognition
- a pay raise or bonus
- increased time off
- more responsibility (or less)
- a promotion, or a customized position.

Keep motivation as constant practice

Once you have achieved success, don't forget to celebrate! Equally, don't lose sight of the reality that this is an ongoing process that is a regular part of your role as a manager. Think of creative ways to increase your motivational strategies, including making use of retreats, team-building exercises and travel where relevant. Always keep in mind that a motivated workforce will be happier, more productive and more profitable, and it ensures a fun place to work.