

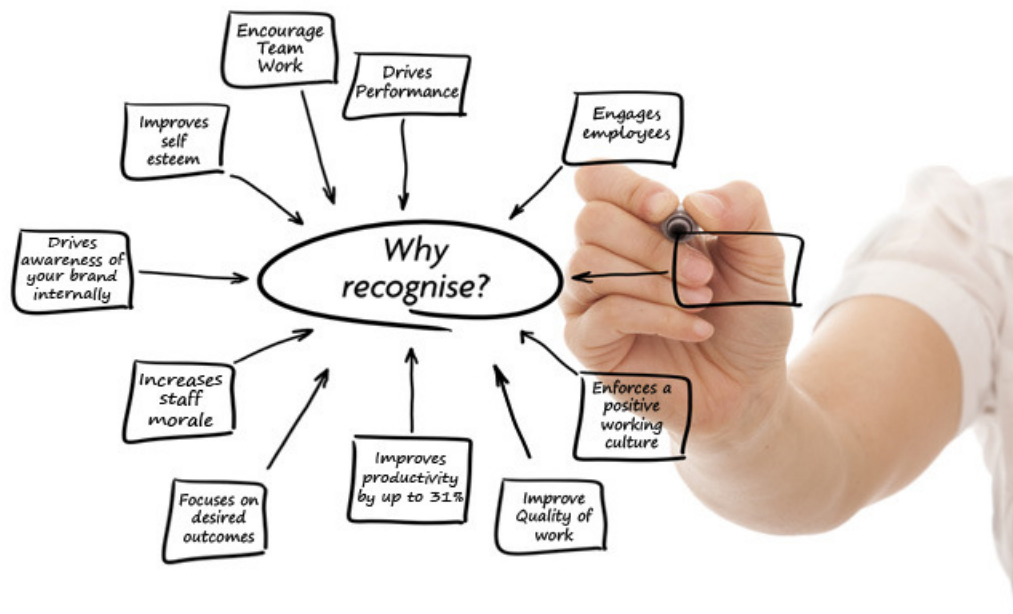


Even More Motivational Ideas

- Ask your employees what motivates *them*. (What a radical idea!)
- Recognize people – daily, quarterly, annually, and throughout the life of a project.
- Ask how *they* like to be recognized – in public or private, with time off, thank you notes, vouchers for coffee, etc. Offer feedback and encouragement more often (frequently).
- Have quarterly potlucks.
- Acknowledge birthdays with a card or party.
- Ask *their* opinions.
- Offer your support.
- Include employees in making decisions that will impact their jobs.
- Ask what they love to do, and what they are not getting a chance to do.
- Set some guidelines with employees that include having a positive attitude and adapting to change quickly.
- Listen deeply. Really hear what individuals are saying, and also what they are not saying.
- Ask employees what are the barriers to doing their job, and any suggestions they have for removing the barriers.
- Ask employees about the ways in which their work processes could be improved through reducing duplication, waste and waiting time.
- Delegate worthy projects, not just menial tasks, to increase feelings of trust and pride.*
- Create light-hearted awards that recognize something unique about each person like, "Best Screen-Saver," or "Best Joke Teller," and present them at a potluck lunch.*



- Pass on helpful articles that could benefit employees and attach a note that says, "Saw this and thought of you." *
- Learn about their hobbies, families, children, pets, etc. showing interest in what matters most to them.*
- Ask an employee who is proficient in a certain area to train others, or make a presentation at a staff meeting.*
- Book a community speaker to speak on subjects of interest to employees like personal finance, stress management, or improving relationships.*
- Help build skills with a training library filled with books, tapes, and other resources that employees can check out.*
- Allow employees to attend seminars and ask them to make a presentation to others sharing what they learned.*



*Selected passages excerpted with permission from Susan Fee.⁵² www.susanfee.com

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