

TRACK TRAINING TIPS NO. 25

'MOTIVATING THE DEMOTIVATED'

A recent report from the Hay Group found some startling statistics:

- only 15% of workers felt 'highly motivated'
- only 39% said that they loved their jobs
- 25% confessed to coasting
- and only 17% felt that they were in their ideal role

These poor levels of Motivation must clearly have a negative effect on productivity – by as much as 45%!

So – what can you do about it. Some practical tips on Motivation:

1. Make your people feel valued – celebrate success
2. Monitor their work regularly and provide good quality feedback
3. Create an atmosphere of approval and co-operation
4. Make sure that everyone understands the function and philosophy of the organisation and their personal contribution to the achievement of the business objectives
5. Provide a range of opportunities for development
6. Make the best use of the teams Knowledge, Skills and Competencies
7. Communicate success, progress and results
8. Provide a challenge
9. Create scope for greater responsibility
10. Seek ideas from your staff and involve them in the decision making process

Start today and be consistent!

Good Luck

Dave Chesters

Ps if anyone has any other GREAT ideas for Motivation I would love to hear from you.