

FUELING *employee* MOTIVATION

Motivating employees goes beyond offering incentives like casual Fridays or long-term service rewards. It involves creating a culture of motivation, recognizing employees' achievements in specific ways that suit them, understanding their individual drivers, and providing opportunities for feedback, idea sharing, and building community. As a leader, it is important to have conversations with staff members to learn what drives them, and to create opportunities for community building, team bonding, and knowledge sharing.

Here are some examples of ways to help support and motivate the employees on your team:

Provide recognition - and know how they like to be recognized

“Good jobs” and “way to go” are nice, but proper recognition goes more profound; it says “I see you” with specifics of what was done and what that shows about who the person is. Recognition takes nothing for granted – every success, no matter how small, is an opportunity to make someone feel worthwhile. For some, it may be a verbal or written gratitude. In contrast, others may prefer a small token or a handshake. Getting to know each team member's preferences will make your recognition “land” in a much more effective way.

Know their “Why”

To understand how to motivate an employee, it is essential to know what drives them; what about the job makes them feel excited to be a part of the company and its mission. Have conversations during annual reviews or, even better, have an intentional 1-on-1 with each staff member.

Find out what employees want

An engaged employee is an employee who feels heard and valued. Provide opportunities to receive feedback and idea sharing by your team members, and then do what you can to implement those ideas and give them credit for coming up with the thought.

Create Opportunities for the community

When employees feel part of a team, they are more likely to be intrinsically motivated to support the team and its mission. Host team bonding events, in and out of the office. Have fun contests between departments. Provide opportunities to get to know new things about one another—every little act of effort towards building community matters.

