

# Top Ten Ways To Motivate Today's Employees

By Bob Nelson

**T**oday's employees may not need a pay raise as much as they need a personal thanks from their manager for a job well done. Following, in priority order, is the top-ten things to do to motivate today's employees.

- ☐ Personally thank employees for doing a good job -- one on one -- verbally, in writing or both. Do it in a timely manner, often and sincerely.
- ☐ Be willing to take the time to meet with and listen to employees -- as much as they need or want.
- ☐ Provide specific feedback about performance of the person, the department and the organization.
- ☐ Strive to create a work environment that is open, trusting and fun. Encourage new ideas and initiative.
- ☐ Provide information about how the company makes and loses money, upcoming products, strategies for competing in the marketplace and how the person fits in with the overall plan.
- ☐ Involve employees in decisions, especially when those decisions affect them.
- ☐ Provide employees with a sense of ownership in their work and the work environment.
- ☐ Recognize, reward and promote people based on their performance. Deal with low and marginal performers so they either improve or leave.
- ☐ Give people a chance to grow and learn new skills. Show them how you can help them meet their goals within the context of meeting the organization's goals. Create a partnership with each employee.
- ☐ Celebrate successes -- of the company, of the department and of individuals in it. Take time for team- and morale-building meetings and activities.

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*Bob Nelson is vice president of Blanchard Training and Development Inc. in San Diego and author of "1001 Ways to Reward Employees" (Workman Publishing) -- now in its 14th printing. E-mail*



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## **The Top 10 keys to getting people/employees to actively participate more.**

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- 1. Design/build work/jobs around the individuals strengths vs slot people into jobs.**
  - 2. Have lots of contact with each person, either individually or in a group setting; contact/presence equals participation.**
  - 3. Set a target, vision or goal which is naturally motivating or compelling -- the 'gap' creates a vacuum.**
  - 4. Put everyone on email, the webs, conference calls, Lotus Notes, etc., so they each person motivates the others, vs just you doing that.**
  - 5. Identify the mavericks/performance stars and help them develop workarounds to existing bureaucracy, limits, etc.**
  - 6. Keep people so busy and that don't have time to slack off.**
  - 7. Budget time to hear/listen to the troublemakers, complainers, envelope-pushers -- they often have the wisdom you need even if the packaging is torn.**
  - 8. Change meetings to be creative sessions vs reporting/boring sessions -- automate that type of thing.**
  - 9. If you're not a good motivator/exciter/manager, find someone on team who is and delegate this part to them.**
  - 10. Remove the employees who just don't get it, are too negative, aren't helpful -- don't spend too much time trying to fix or convert them.**
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