

Keep the fire burning : Recognizing others

What motivates you to work?

Research studies have revealed important information about employee motivation.

Important Statistics:

In one study, respondents revealed what they want most from their employers:

- 58%—To use time wisely
- 52%—To have a well-managed company
- 50%—To use their talents sensibly
- 41%—To assign me only clearly defined tasks
- 39%—To provide experiences that will enhance my career
- 31%—To appreciate me!

In one study of 1,600 people:

- 58% of the respondents said that they seldom, if ever, receive personal thanks.
- 76% of the respondents said that they seldom, if ever, receive written thanks.
- 81% of the respondents said that they seldom, if ever, receive public praise.

Important principles:

1. At a minimum, employees want praise and a thank you!
2. Top-motivating incentives must be suggested and put in place by the leaders of the organization, and they must be based on performance.
3. Recognition must take place soon after the achievement or action warranting the reward.
4. Recognition must take place frequently. Catch people doing things right!

Practice giving positive feedback!

I saw what you did.

I appreciate it.

Here's why it is important.

Here's how it made me feel.

Ten Ways to Motivate Your Employees

1. Create an encouraging fun and open environment.
2. Involve your employees in tasks that fit their experience and interests.
3. Respect your team members' busy lives. Find out what they can manage to fit in, and be flexible.
4. Give them work to do in small chunks and tasks that they can complete in a timely fashion.
5. Provide employees with clear instructions, a manual, and other pertinent information.
6. Involve employees in the decision-making process.
7. Provide timely and specific feedback.
8. Give them your personal appreciation, and do it often.
9. Plan recognition and rewards that fit the individual.
10. Celebrate their achievements!