

# MOTIVATION IN THE WORKPLACE / MAINTAINING A GOOD RELATIONSHIP WITH THE PUBLIC

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A man in a dark blue suit stands with his back to the camera, looking towards a carrot hanging from a string against a grey wall. The carrot is positioned to the left of the man, and the string is attached to a thin wire. The scene is set against a plain, light-colored wall.

# MOTIVATION IN THE WORKPLACE

*To know what motivates your employees, think about what motivates you!*

# COMPENSATION & BENEFITS

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Employees are motivated by a competitive salary and good benefits that are affordable.

- Do your homework when setting pay rates.
  - Research the job market in your geographical area.
    - Indeed
    - Payscale.com
    - Bureau of Labor Statistics
- Know what benefits are being provided by your competitors.



# RECOGNIZE EMPLOYEE CONTRIBUTIONS

Give credit where credit is due!!

Get in the habit of saying thank you.

Make sure that upper management is aware of an employee's outstanding performance.

Consider recognition awards.

- Certificate

- Defined parking space for a month

- Time off with pay

## EMPOWER EMPLOYEES TO DO THEIR JOB

- Empowerment demonstrates your trust in an employee.
- It increases an employee's confidence.
- A higher level of confidence increases motivation and performance.



## COMMUNICATE WITH EMPLOYEES

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- Leaders build relationships with employees through effective communication.
- Employees want to know and be included in setting goals.
- Being in the know motivates employees to work toward the success of the entire organization.



# GROWTH AND DEVELOPMENT OPPORTUNITIES

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- Provide employees with the tools and skills they need to do their current job.
- Give employees an opportunity to improve their skills through training and education.
- Develop a succession plan and prepare employees for the future.



# MOTIVATE EMPLOYEES BY BEING A GREAT LEADER

- Develop your communication skills.
- Don't micromanage your team.
- Allow employees to be creative and give them room to try new ideas.
- Be a positive role model.
- Value feedback.
- Embrace the diversity of talent within your team.
- Be true to your ethical integrity.



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