



TELL ME HOW TO MOTIVATE



First, congratulate employees on their successes. It is easy and costs nothing.

by PIERRETTE DESROSIERS, M. Ps.,
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“How do I motivate my employee? Do you have any tips?” First, a motivated employee voluntarily puts in above-average efforts to achieve quality, value-added work for the team. Motivation is not a static condition or an individual characteristic, nor is it separate from the environment. Individual factors come into play, as do organizational factors.

Personal characteristics that influence motivation:

- ❖ personal values;
- ❖ higher or lower performance needs;
- ❖ stable or unstable personal life (periods of separation or illness affect the best of intentions);
- ❖ interest in the type of work assigned;
- ❖ skills and abilities to do the work.

Job characteristics that influence motivation:

- ❖ fair and competitive work conditions;
- ❖ well-defined roles and responsibilities;
- ❖ required materials and equipment;
- ❖ tasks for which the employee has the skills and which he or she enjoys;
- ❖ possibility for promotion and growth;
- ❖ level of autonomy based on abilities;
- ❖ positive relationship with supervisor;
- ❖ positive work environment.

Even if we cannot motivate employees—it is really up to them to motivate themselves—it is possible to create conditions that encourage motivation. The first order for employers is to recruit good personnel and then create the conditions to help motivate them.

One of the most overlooked factors is verbal recognition or feedback, yet it costs absolutely nothing. Many employers are uncomfortable praising employees, or telling an employee that she or he is appreciated, does good work or is important to the company. “When nobody ever tells you, it’s hard to do it for yourself.” Some bosses are afraid they will be asked for a raise in return. Still others think the employee will think overly highly of themselves and go work somewhere else.



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Yet, all of us need recognition, even bosses. And when we do not get it, when we think our efforts are not recognized, we become increasingly unmotivated and begin to look elsewhere to meet this need.

For feedback to be effective, it must be frequent, specific, clear and timely. Therefore, bosses, set your pride aside and give verbal recognition. Few investments in agriculture cost nothing but pay you back in spades!

Comments or suggestions? Please contact Pierrette Desrosiers.

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