



The Top 10 Employee Motivators

Why Motivate??

A Gallup Poll about disengaged employees was highlighted in a recent Wall Street Journal. Gallup found 19 percent of 1,000 people interviewed "actively disengaged" at work. These workers complain that they don't have the tools they need to do their jobs. They don't know what is expected of them. Their bosses don't listen to them. Based on these interviews and survey data from its consulting practice, Gallup says actively disengaged workers cost employers \$292 billion to \$355 billion a year. Furthermore, Gallup concluded that disengaged workers miss more days of work and are less loyal to employers.

On the other hand, employees that are engaged and motivated create more satisfied customers and higher profits.

How to Motivate

1. **Recognize and reward performance.** Show your appreciation.
2. **Involve employees** – share business vision, goals & results. Listen to employee's opinions and where appropriate, act on them. Involve employees in decision-making.
3. **Value employees as people** – give them the support they need. Help to raise their self-esteem & confidence - listen with respect and full attention.
4. **Give direction** - ensure expectations are understood. Have clear measurements of everyone's performance. Ensure employees have what they need - resources, time, tools, information.
5. **Compensate generously** – pay for performance. Provide appropriate benefits, regular raises and bonuses, incentives and perks.
6. **Provide interesting work** – give purpose to the job and a sense of belonging. Assess what each individual's talents and skills are and then allow them to work where they fit - give people the opportunity to develop in their area of interest.
7. **Promote growth and development.** Provide the opportunity to learn in various environments. Pay for training – regardless of subject matter.
8. **Be perceived as a loyal employer.** Build trust – be fair and consistent. Show that you have employee's best interests at heart, come through on promises and keep commitments.
9. **Create a fun, enjoyable environment** - encourage friendships and social situations. Allow employees to take control over the one aspect of a situation they do control - how they choose to respond to it – and encourage laughter.
10. **Offer frequent communication and feedback.**

Building these motivators into everyday processes and interactions will give you employees that are committed to their jobs and to your business' success.

Deborah Fletcher is a human resources specialist with PivotHR who provide their clients with easy to implement human resource solutions that help them hire, train and retain exceptional people to strengthen their businesses, maximize employee productivity, decrease employee absenteeism and turnover, and increase sales and profitability.