

Get them involved.

All your staff should be involved in one way or another.
Have Goals and Vision visible for everyone to see.

Here are some pointers for you to use to keep your employees
feeling motivated and engaged.

1. Vision

Have a Vision statement that states where your business is going and have it visible for all to see and that they all understand so that employees are all on the same page and can be more productive.

2. Goals

Clearly define your short-term business goals that underpin your vision statement. These goals can then be propagated down to all.

3. Tools, training and support

Make sure your employees have the tools, training and support they need – you must not assume that they are all equipped to do the work they are being asked to do to meet the goals.

4. Communicate

Effective communication is essential to keep employees informed and reinforce objectives and vision.

5. Involve All

An involved employee is a motivated and engaged employee – this leads to increased productivity. Wherever possible give an employee your full attention when they come to speak with you – if that is not possible at that time, schedule time when you can give your full attention.

6. Feedback

“Thank you” is a powerful motivator and should be used for a job well done.

Both positive and negative feedback should be given as soon as possible and not left for some distant meeting you have arranged. Where you can, approach negative feedback with something you like that the employee has done, and then frame the feedback as ‘could do differently, better or what is appropriate.

Also listen to feedback from your employees - engaged and motivated employees have good and innovative ideas.

7. Consistent

Act fairly and be consistent in your attitude, expectations, and behaviours and your employees will be glad of it. Nothing demoralises an employee more than when you are inconsistent!

8. Fun

Make work fun - we all have to go to work each day and there is no reason it shouldn't be enjoyable. Find ways to lighten up the working environment – a happy employee will be motivated to do more.