



MOTIVATING YOUR TEAM

3
THREE STEPS TO SUCCESS

by Stacey Stratton, President/CEO, True Talent Group



In a tight talent market, how do you keep the team you have? Money isn't everything. A study conducted by Princeton economist Angus Deaton and psychologist Daniel Kahneman backs this up. They demonstrated that making more than \$75,000 per year doesn't contribute to our overall happiness.





1

MOTIVATION

Everyone is different. And not just about their immediate needs. What are the long- and short-term goals? Some team members are after a yacht and some just want a Prius. Some desire a leadership and title promotion and some just want to make more money. Some crave extra vacation time and some want one-on-one time with you. Find out what your employees are motivated by.

Resource link:

<https://www.appreciationatwork.com>



MOTIVATION WORKSHEET

Who is someone you highly value on your team?

Who is lacking in motivation?

What motivates them? (If you don't know, *ask!*)

What is their language of appreciation?

What is *one* commitment you can book on your calendar now to contribute to this person's motivations?

2

RECOGNITION

We hear over and over that employees are interested in new opportunities because they don't feel valued. Did you recognize them for National Employee Appreciation Day? Their birthday? Work anniversary? It doesn't have to be a fancy gift or dinner, just a pat on the back or a card goes a long way.

One source we like is:

<https://www.baudville.com/pages/team-motivation>



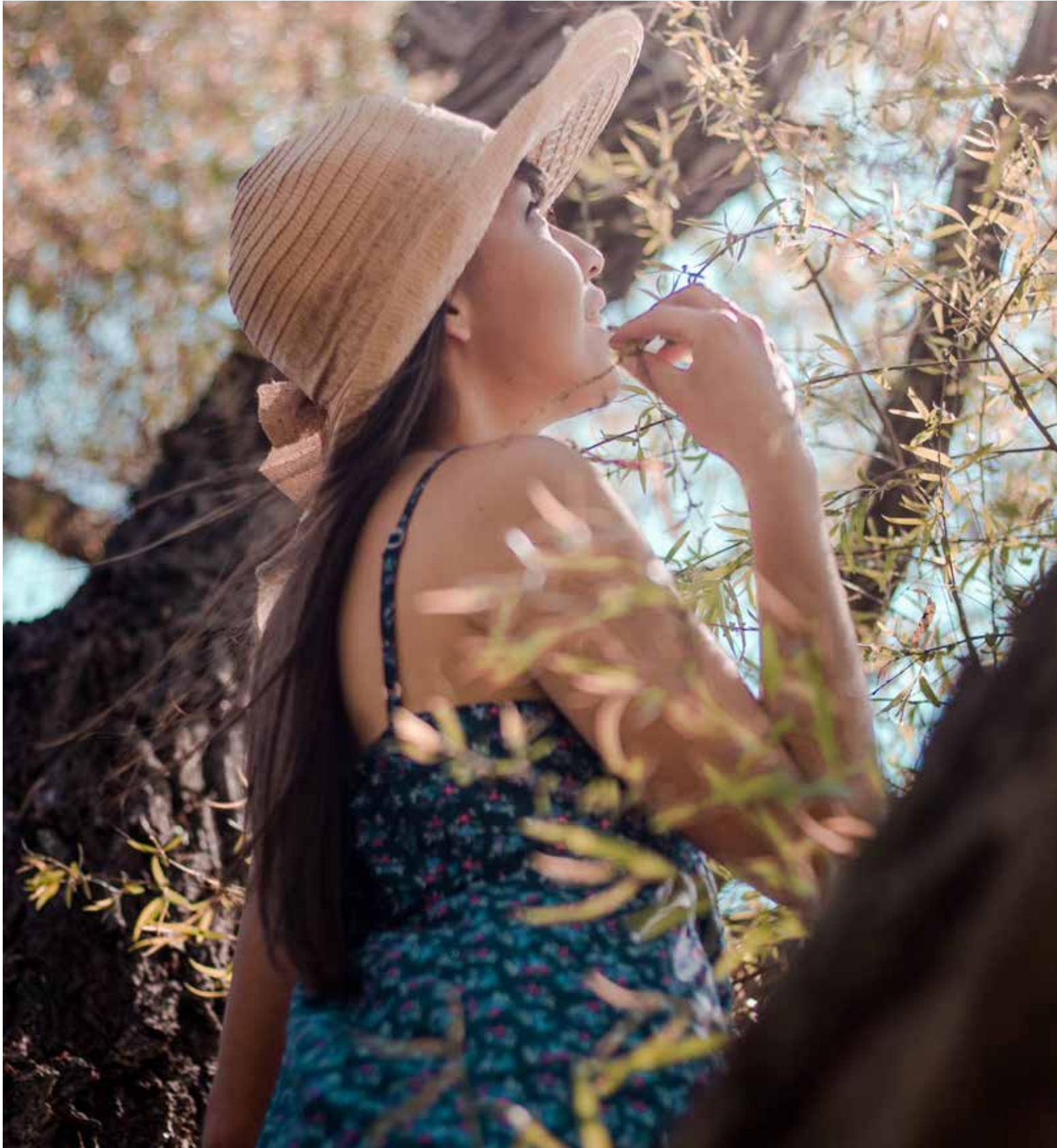


RECOGNITION WORKSHEET

What routine could you build in so that recognition is a regular part of your day/week/month?

Who on your team most needs recognition now?

How will you recognize them? Put this on your calendar now to establish accountability.



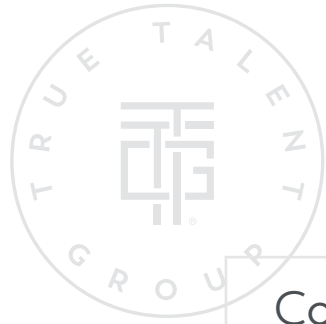
ADVANCEMENT

Nothing saps an employees' motivation (and makes the decision to move on easy) like the feeling that they are stuck in a dead-end job with nowhere to go. If you are in a growth-minded business, your growth depends on the growth of the individuals at your company. Sometimes that means that people will grow out of their roles, and that is inevitable. But if there is an opportunity for long-term growth and you see potential in a team member, make sure that is known and what the path could look like. Send them to a conference they've been wanting to attend. Map out future organizational charts, identify skill sets and gaps, and put together a plan.

GAPS Grid link:

https://www.researchgate.net/publication/312168490_Evidence-based_coaching_A_case_study





ADVANCEMENT WORKSHEET

Conduct a GAPS analysis with the members of your team to determine Goals, Abilities, Perceptions and Skills. This assessment will facilitate an open and honest conversation with your team about where they want to go, the abilities they have to get there and perceptions they may need to overcome, along with some success factors they could develop along their journey.

When can you send these assessments out to be completed by your team's peers, leaders and subordinates?

When can you discuss the results?



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