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**100% Effective Natural Hormone Treatment**  
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**Impair Healthy Healing In People Over The Age Of 30!**

**Four Easy Steps To More Motivated Employees**

**By Trevor Marshall**

There is no particular set of rules that one should follow in motivating employees. We each have

our own driving force when it comes to doing an excellent job at work. A working mother could be motivated by her children, who serve as her inspiration to succeed. A trainee who is fresh out of college is motivated by the compulsion to learn and climb to the top. A long-time company employee will get motivated to perform well so that he or she can be promoted. Others are motivated by financial rewards. As a manager, team leader, department head or supervisor, you need to determine the individual driving forces of those who are in your team so that you can create a motivated workforce.

1. Goals For Employee Motivation:

– Increase employee performance at work – Spice up team spirit and build a cohesive team – Eliminate individual differences and avoid conflicts – Have an open communication between peers – Set and achieve a common goal

2. Lead By Example

There is one joke where it says that the new definition of a boss is one who is always early when you are late and who is always late when you are not. Do not let this apply to you. Be consistent. The simple gesture of arriving before or as the same time as your employees will show them how much you value their time and yours. This is also a good way of showing employees that you respect the company that pays you for your time at work. If you do come in late, apologize to those who are under you and explain why you are late. This is so that they would not think that the no-late policy does not apply to the boss, showing them that you are equals when it comes to company rules and policies.

2. Keep Communication Lines Open

Some employees are afraid to talk to, or even look at superiors who exude the touch-me-not aura. This is not a good way to motivate your employees. When you come to work, do not just go straight to your office and deal with your paper works. Mingle with the employees and ask them about their previous day, on what they have accomplished so far. Then you can tell them about the output that you expect

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by the end of the day. This way, you would know what to expect from the employees and vice-versa. It will not only help you set a goal for the day but with this, you are also optimizing your interaction with the employees by mingling with them on a more casual basis.

### 3. Share What You Know

Do not be selfish. Sometimes, a company does not grow because there are employees who know something advanced about the industry or a certain aspect of the company, and they are not willing to share their knowledge to others. They think that this would make them invaluable to the company, especially if they are the only ones who know about a particular process or idea. This attitude would not help your company succeed. There should always be a sharing of knowledge. When an employee is asked to train abroad, they are often asked to sign a contract that they should not resign for the next year or two. Why do you think this is so? Imagine what would happen if the employee who trained abroad or attended an exclusive seminar about an advanced technology on the industry just up and

leaves right after the training. A company would not spend thousands of dollars to train an employee for nothing. They want you to share and impart the knowledge to your fellow employees. If you share a new technology to your entire team, who knows what newer and better ideas the knowledge would bring? Do not stultify the company's growth by keeping your ideas to yourself.

### 4. Implement Your Ideas

What good would a new idea or technology do if you do not apply it? After sharing the knowledge, gather the team and think of ways to improve the company's operation with what you all have learned. As a leader, you should be a people person. You must know how to adopt to the things that motivate your team members and use this knowledge to your advantage. Without a good and solid workforce behind you, you will not accomplish anything. You may have ten or a hundred employees, but if you apply these steps to motivate your team, you can bring out the best in them and contribute towards your company's growth and success.

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## **8 Golden Techniques To Get People To Love The Rules**

**By Joseph Plazo**

Different things motivate different folks. Some people are motivated to enhance their appearance while others are motivated by prestige or sexual conquest. Others are motivated by money. When it comes to work, many people are not motivated to do much of anything except show up and collect a paycheck. It is our job as managers to create an environment in which employees are inspired to do a better job and forge.

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A recent Gallop Poll stated that about 20% of people queried described themselves as "actively disengaged" at work. Most of these people also said that they were not given the proper tools to do their job or that they were not given clear directions for completing the task. From this Poll, we see statistics that are astounding. These employees who are being described as "actively disengaged" are costing employers more than 300 billion dollars a year! This same Poll showed that these people are more likely to go hooky or to be late and are also described as less enthusiastic to their jobs.

A frequent mistake that employers make is levying too many regulations for employees to follow. This is highly de-motivating for the employee! They feel that they are not empowered to creatively carry out tasks for fear of breaking a rule.

Having employees feel that they are not trusted is another critical mistake that management makes. Creating rules and policies that question an employee's trustworthiness is common practice in major businesses. An example includes allowing a certain number of days off when a family member dies. This assumes that if there were no limit on the number of days, the employee would take advantage of their time off.

The following are tips to create a work environment that fosters motivation.

### Guidelines for an Enjoyable Work Environment

- Minimize rules and policies to the essential. Rules are there to protect your business and create structure; if a rule does not serve that purpose, then you will need to consider retiring that particular policy.
- After the rules are established, it is essential that all employees know what is expected of them. Ensure apt promulgation of all regulations.
- Establish a code of conduct. Implement a collaborative effort which involves all or most of the employees that work with you. A vision and mission statement keeps the ship sailing towards a common goal.
- Follow the rules– no exceptions. If management fails to practice what it preaches, can it expect its employees to keep within the bounds?
- Management should address inappropriate behaviors immediately before they become habits. Use counseling or a progressive discipline approach rather than a "you're in trouble" approach.
- Clearly broadcast work place guidelines for professional behavior.
- Seek employee feedback on rules and policies. Request for ideas to enhance these policies for greater employee empowerment. Sometimes staff have great ideas; after all, they do the job everyday!
- Ensure that these novel ideas of consistency in enforcing policy don't come as a cold shock to rank and file. If you have been letting employees "get away" with things in the past, you should meet with

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them and explain that the new policies are there for everyone's mutual benefit.

A master of manifestation to his associates, Joseph R. Plazo offers intense executive coaching so people can find jobs and build careers.&nbsp;

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