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Motivators... Catch Folks Doing It Right

By Josh Hinds

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Do you know one of the best ways to motivate other people and get them involved? Here's a clue... It's not always as simple as quoting a passage from a motivational book or threatening to fire someone, or screaming at the top of your lungs about how incompetent they are :-)

I'm not downplaying motivational material. Believe me, I read it all day long. I'm 100% sold on it. However, it tends to be one of those things that positively impacts the person reading it at the time. Not necessarily the person you want to motivate or inspire. Particularly if they're not the type person who reads or listens to it themselves.

The downside of threatening to fire someone can have several implications. Sure you might get the immediate spur in productivity you were looking for, but in the long run you could end up losing much more than you gain. For example, it can create a sense of disloyalty and distrust in people.

Then there's the question of what happens if the person you're threatening to fire beats you to it and quits on the spot? You say it wouldn't bother you, but is that really the case? Essentially you've created a whole other problem. Now you've got rehire someone, spend time and money training them, etc. I think you see where I am going with this right?

So what's the solution you ask? Obviously you don't want folks running around unproductive and you want those around you to operate at peak performance.

Here's my suggestion... Catch those around you doing something good! Admittedly this might sound overly simple, but you have to realize it's in this very simplicity that makes it so effective. People love to be rewarded. Often we miss the point that people are motivated in different ways.

For some people it might be monetary rewards, perhaps it is something like being publicly recognized in a group of their peers, or shown appreciation in the company newsletter for a job well done. This simple idea stretches both into the world of business and one's personal life.

It makes no difference if you're talking about dealing with your

family or a disgruntled employee the fact remains that people like to be appreciated. They may tell you otherwise, but it's one of life's inescapable truths. The more you look for ways to catch people doing things well, the less you're going to find yourself worrying about the other.

Now it's time to get out there and catch those around you doing something good. One word of caution, be genuine in your approach. If you do, the rest will take care of itself... To Your Success, Josh Hinds

Josh Hinds – Founder <http://GetMotivation.com> Get the *BEST* in motivation and self–improvement directly in your inbox for FREE, visit: <http://getmotivation.com/myezines.html> or send a blank e–mail to: <mailto:ltm@infogeneratorpro.com>

THE IMPORTANCE OF AN ATTITUDE OF GRATITUDE

By Rhoberta Shaler

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Do you have an 'attitude of gratitude'? What is your first inclination in any situation? Is it to find something to appreciate, or something to criticize?

Many folks were raised with constant criticism. It seemed that almost nothing they did was right or good enough. If they got a good grade on a report card, the question was "Why didn't you get a better one?" That's one way that parents control their children, or, at least, think they do. If that

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was part of your past, you may have to make a concerted effort to not pass that along now. Focus on the positive. Catch others doing thing right and say so!

You've probably heard the saying, 'When life gives you lemons, make lemonade.' What do you do when things do not seem to turn out the way you want them to? Do you look for the learning in the situation, and change your approach? That's the best use of energy on your part. Spend little time on the downside—just enough to understand the lesson—and move on.

Olympic athletes are remarkable in their ability to focus on what went right and to see the best in their competition. When they are interviewed they put no one down. Have you noticed that? They speak of the good in their own performances and those of others. We can learn a lot from these young folks. Look where it gets them!

Focusing on the good is energy-giving. Remember, gratitude is the attitude of altitude. Stand tall and appreciate all.

Dr. Shaler speaks to thousands of people each year giving them and their organizations 'The OK's to SUCCEED!' —the Optimization Keys to lift their sights and elevate results from acceptable to EXCEPTIONAL. She is the author of 'Optimize Your Day! Practical Wisdom for Optimal Living'. Get her book & her free ezines at her website, www.OptimizeLifeNow.com.



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