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## From The Desk of Cindy Carlson



### Simple, Easy Ways to Motivate the Unmotivated Employee

Are you managing unmotivated employees? Are you frustrated and don't know where to begin to increase production? First and foremost, you should take pause to reflect on your own behavior. You must lead by example if you want your employees to work hard or behave the way you would like. If you come into work in a bad mood, your employees will feed off your mood. If you are chronically late, but expect your employees to be on time, this will create tension. If you are unmotivated yourself, it will be hard to expect motivated employees. Role model positive behaviors and you will most certainly begin to see changes in your employees.



Don't discount incentives. Everyone likes to be rewarded for a job well done. Incentives do not have to be a fancy vacation to the Caribbean, it can be as simple as acknowledging a job well done by allowing the individual to take an extra hour of personal time, or a \$10 gift card to their favorite coffee shop. If you don't consistently find new and creative ways to motivate your employees, you will have higher turnover. Motivation plays a huge role in empowering your employees to feel better about themselves and to perform at a higher level.

Your employees are more motivated when they know they're working towards something. If they think there's no opportunity for advancement, they will not work harder. Most people are not content working a dead end job. Motivate your employees by offering training that will give them the skills to advance their careers. Also, express a genuine interest in the future path of an employee's career.

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Are you a good listener, do you really hear what your employee's have to say, or do you do all the talking? Invest a few minutes out of your day to ask employees how they are doing; ask how their families are doing. Questions that are not always work related, go a long way. Do this with intelligent listening and know when it is time to wrap up the conversation



Communication is key. In a technology based age, managers more often communicate through e-mails, voice mails and text messages. There is still no better form of communication than face to face. Of course this is not practical to do all the time, but be cautious when your only form of communicating is done electronically. Messages can get misinterpreted and the office can become a more impersonal (less motivating) environment to work in.

Lastly hand over as much decision making you feel comfortable with to your employees. Give them more of a say in how they do their job. Ask for their input and get suggestions on how they can improve their performances. Employees may have ideas about how they can be more efficient, but they may not share them with you unless you ask them.

Please contact me with your experiences on this topic or if I can be of assistance;  
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