

BUILDING EMPLOYEE MOTIVATION

“Kate has been working with you for three months now. At first she was really energetic, always on time and asking what else she could do at work. She constantly talked about TAFE and how much she was enjoying her role. She still seems to be enjoying her role, but you’ve noticed a slip in her motivation. She doesn’t have the same spark. You want to help her regain that level of excitement and motivation she had initially but you’re not sure what to do.”

5 TIPS FOR INCREASING EMPLOYEE’S MOTIVATION

1. Create a positive environment	If you’re motivated, inspired and happy to be at work, this will feed down to your young employees. Think about how people see you at work, is this inspiring for your staff?
2. Build a vision	Employees that are motivated and engaged can see how they contribute to the overall business. Talk to your employee about their role and how they fit into the business. Open the door to career possibilities and advancement. Show them what they can become.
3. Remember to reward	Whether it’s a ‘head home early today’ or a small monetary bonus, reward hard work. Recognise a job well-done. By rewarding your employee’s motivation and application you’ll inspire them to apply themselves even more.
4. Don’t forget about the fun	For many young people, starting work is a big deal. The first few months are overwhelming. Plan some time to unwind and recharge, whether through a staff night out, or a fun activity where they can let loose. Get to know your team and just have a laugh. Happy employees mean a happy business.
5. Create opportunities to grow	Keep challenging your employee. Expose them to new things, offer them learning opportunities that keep them interested and engaged. The more you invest in them, the more they’ll invest in you.

