

10 TIPS FOR MOTIVATING YOUR TEAM

Here's a few tips to help you motivate your team.

1. IDENTIFYING YOUR TEAMS STRENGTHS AND WEAKNESSES

A good starting point is considering strengths and weaknesses of your team members.

If you have someone who has a natural flair for, let's say, computing, when you start talking with them about a new IT project, you will immediately see their eyes light up.

Also be mindful to lack of skill in certain areas, but don't overlook the possibility that they may be able to complete new strands of work if they're given the opportunity

2. DISCOVERING HIDDEN MOTIVATORS

Try discovering someone's hidden motivators, so that when you're discussing a new assignment you know which 'strings to pull'.

This will also let you know which aspects you shouldn't mention because they'll turn the person off.

3. PEOPLE WANT TO HEAR "BENEFITS", NOT JUST "FEATURES".

When trying to motivate someone, it is very important to discuss 'benefits' and not just 'features'. Which of these would motivate you more?

Option A: *'There's an opportunity coming up to join a project team to plan the new office layout.'*

Option B: *'There's an opportunity coming up to join a project team to plan the new office layout. The people on the project team will have the pick of the best locations - and the opportunity to work closely with the new chief executive. Interested?'*

4. SOMETIMES SUBTLE, SOMETIMES DIRECT

Some people will only respond if you give them a direct request, whereas others will pick up on an indirect, more subtle suggestion or idea. For example, the previous example was direct and left nothing to the imagination.

If you're appealing to a more subtle person you could say: *'I know you're not happy sitting where you are in the office. How about talking with our representative on the project team planning the new office layout, because she'd be able to find the best place for you.'*

5. WHICH ASPECTS OF THE JOB DO PEOPLE ENJOY MOST AND LEAST

In casual conversations try to discover which aspects of the job people enjoy most and which the least, because this is another useful indicator of what they are best at/not so good at.

People tend to give away a lot of useful information in what appears to be a casual chat.

6. HEAVY WORKLOADS, LIGHT WORKLOADS AND OVERLOADS

The workload issue is quite an interesting one. People say that if you want a job done quickly, give it to a busy person - somehow, they manage to fit it into a busy schedule.

If people are very lightly loaded, and have plenty of spare time, their motivation to do anything often plunges - *'There's always tomorrow - I'll do it then.'*

Equally, if people are heavily overloaded, their stress levels may be almost at a critical point - they certainly cannot take on any additional work or responsibilities.

7. LEARN WHO LIKES A CHALLENGE

By getting to know your team you will quickly learn who's willing to rise to a challenge.

When I'm discussing a potential piece of work with a client, I only need to hear the client say - 'To be honest, this is a bit challenging. We've tried several approaches and none of them worked' - for me to ask when I can start!

8. THE ONE WITH STAMINA VS THE ONE WHO'S BORED EASILY

Some people get very excited by new tasks and throw lots of energy into it, but once the job is established and in operation, they quickly lose interest.

On the other hand, some people may not be great at creating ideas, but will have more stamina and hold interest long after the idea phase.

9. BIG PICTURE OR ATTENTION TO DETAIL, CHOOSE ACCORDINGLY

How is each team member on attention to detail?

Some jobs or projects require the 'big picture' approach, whereas others need people who can focus for long periods and pay attention to the details.

10. WHO'S GOING TO MONITOR AND MEASURE PROGRESS?

Most people willingly get involved in projects or tasks but show little interest in measuring progress or monitoring how the task is going.

So, if you have someone who is strong in the monitoring/measurement area, use their talents regularly.