How to motivate your team



In the end, it's not the years in your life that count.
It's the life in your years.
A Quote from Abraham Lincoln

Activity 1 **N**umber the sentences in order of what motivates you the most and the least in a job.

- ⇨ Responsibility
- ⇨ Authority over others
- ⇨ Recognition in society
- ⇨ Job security
- ⇨ Recognition from your boss
- ⇨ Upward mobility
- ⇨ Helping other people to develop
- ⇨ Developing your own skills
- ⇨ Interest of the task itself
- ⇨ Variety in your job
- ⇨ Satisfaction in results
- ⇨ Positive role in the team
- ⇨ Interaction and work relationships
- ⇨ Good team spirit
- ⇨ Good working atmosphere
- ⇨ Money rewards
- ⇨ Comfortable office and chair
- ⇨ Positive reinforcement
- ⇨ Distance from home to work

Activity 2 **Read the article paying attention to your intonation and stress.**

Sometimes managers avoid asking direct questions about motivation. They are afraid ask employees about how motivated they are, or about what would motivate them, because they assume they will ask for more money. The unions in France also seem to assume that pay is what they should fight for. It's the main demand they make, the most common claim to take action on. In fact pay is not the only factor, which motivates people. Numerous studies have shown that what motivates people most at work is an understanding of how they make a difference at work and feeling recognized and appreciated for doing a good job.



Pyramid of Needs (After Abraham Maslow)

In fact there are four basic motivating factors (or five according to Macelot):

Recognition
People who are motivated by "Recognition" are interested in respect, admiration, regard, esteem, notoriety and celebrity.

Influence
Those whose primary motivator is "Influence" find power, control, competition, independence and order to be most important. Humans are social creatures and driven by the need to "affiliate" with things they care about.

Internal
If you are motivated by "Internal" factors, then morals, duty, intellect, creativity, philanthropy, and honour are important to you. Humans desire to be challenged and stimulated. In the workplace, we are looking for "new and exciting opportunities" that keep us engaged and stretch us to grow.

Profit and security.
Humans are driven to first fulfil basic needs including food, shelter and safety. In the context of the workplace, security is identified by 2 sub-factors: "compensation" and "job security." "Profit" motivated people strive for success with money, possessions, acquisitions, wealth, income and growth.

⇨ ***Do you agree with the points made in the article?***

Activity Three - Which of these words motivate you and why?

Accomplish	Dreams	Honour	Persistence
Achieve	Drive	Hope	Positive
Action	Eagerness	Humble	Positive Mindset
Active	Empower	Humility	Possibilities
Admiration	Empowerment	Imagination	Pride
Adventure	Encourage	Imagine	Prioritize
Ambition	Encouragement	Inspiration	Role Model
Appreciate	Endurance	Integrity	Satisfaction
Appreciation	Endure	Joy	Satisfy
Attain	Energy	Kindness	Self-Control
Attitude	Enjoyment	Know	Self-Satisfaction
Beauty	Enthusiasm	Knowledge	Skill
Believe	Faith	Laugh	Skilful
Build Momentum	Finish	Learn	Spirit
Challenge	Finishing Line	Life's Journey	Spirited
Commit	Focus	Love	Strength
Compassion	Freedom	Mission	Succeed
Concentrate	Fulfilment	Motivate	Sustain
Confidence	Gentleness	Motivation	Sustenance
Control	Goals	Opportunity	Teach
Conquer	Good	Optimistic	Trust
Courage	Goodness	Overcome	Trustworthy
Create	Happiness	Passion	Value
Dedicate	Happy	Patience	Values
Dedication	Hard Work	Peace	Wisdom
Desire	Harmony	Peaceful	Wise
Determination	Honesty	Perseverance	

Activity Four – Using words from the list above, congratulate an employee or colleague in the following situations.

1. A new person started in the team and one of your colleagues helped them a lot on their first day and really showed them how to do the job.

2. A team member helped you to obtain your objectives by staying late.

3. One of your employees was just promoted after more than ten years in the job.
4. An employee with serious personal problems has been performing really well at work and always been positive and helpful.

5. One of your employees had to deal with a particularly difficult work challenge and they handled it really well.

6. A customer got really angry and violent and several people worked together to deal with the situation.

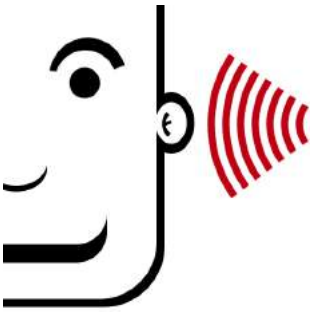
7. You have had a really successful month thanks to the efforts of the whole team.

8. You have noticed that two of your employees have been helping to motivate a person who was not doing well in the job.

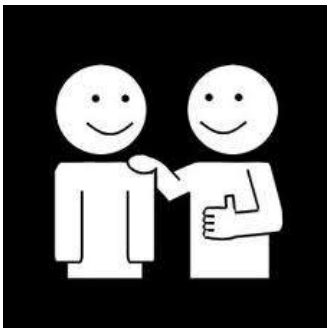
9. A colleague has just been congratulated by your boss for the quality of his work.

10. A member of the team proposed a new working system which has really made things easier for everyone.

Activity Five **Motivational Rewards -** How would you use each of the following things to motivate a team?










Activity Six **Motivation Quotations**

- Read the following quotations paying special attention to your intonation and stress.
- Decide which one you feel corresponds best to your values, and explain why.

"Pleasure in the job puts perfection in the work."
Aristotle.

"The reward of a thing well done, is to have done it."
Ralph Waldo Emmerson

"If a man is called to be a streetsweeper, he should sweep streets even as Michelangelo painted, or Beethoven played music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great streetsweeper who did his job well."
Martin Luther King

"Happiness is not in the mere possession of money; it lies in the joy of achievement, in the thrill of creative effort."
Franklin D Roosvelt

"The highest reward for man's toil is not what he gets for it, but what he becomes by it."
John Ruskin

"Without ambition one starts nothing. Without work one finishes nothing. The prize will not be sent to you. You have to win it."
Ralph Waldo Emerson.