

Motivate, Recognize & Energize Employees



Introduction

- “The Carrot Principle”
- Motivators
- Internal drives
- External drives
- Generational differences

Case Study– What would work?

- Sam is a mediocre employee who comes in right on time and leaves at 5 on the dot. Sam is pleasant and your team gets along fine. There is really no problem other than Sam’s lack of “motivation.”
- What can I do?



Why

- Reinforces people's positive behaviors
- To be a decent, good manager/employee
- To motivate others to push for the same standards
- Increases everyone's productivity
- Boosts creativity
- Difference between reward and recognition

Who

- Everyone should be eligible to participate
- Anyone who matches the criteria that was stated should be recognized and rewarded
- Be open to being surprised as to who may step up to the plate



How

- Explain the process of who and how you recognize employees
- What is the criteria
- Establish a detailed action plan
- Communicate, Communicate, Communicate
- Empower employees to take appropriate risks
- Shake it up and offer many different types



When

- As close to the employers superior service as possible.
- Publically so all can see and also be motivated
- Often not just once a year
- In person, in social networking sites, in print



Creative Ideas

- Smile Teams (Pall Corp. Michigan)
- Ice Cream/Fruit and Veggie Socials
- Birthday and Anniversary Celebrations
- Ask employees what works
- Everyone is different...so, shake it up
- Please and Thank You's go a long way
- Wall of praises



More Creative Ideas

- Trainings (like this class!)
- Praise, Praise, Praise... Give credit where it is due
- Hand written notes...even in their paychecks



What Not to Do

- Avoid saying “Great job, but next time....”
- Picking the same favorites time and time again
- Arbitrarily picking people for no real reason
- Employee of the month programs
- Be too serious



Self-Care

- Sleep
- Exercise
- Eating
- Stress Relief
- Tough love



Positive Psychology

- Reframing
- Happiness
- Motivation/willpower and determination
- Self-talk



Training & Learning

- Get outside your comfort zone
- Get a mentor
- New skills
- Your passions



Resiliency

- Support
- Fear of failure/success
- Dealing with negative people
- Time Management

Laughter

- Laughter therapy
- Self Esteem
- Benefits of laughter
- How to laugh more



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