MOTIVATION WORKSHOP

A ONE PAGE SUMMARY

THE MOST IMPORTANT INSIGHT

Just like in other parts of business, current approach to motivation moves away from the models towards factors. From statistical approach to personalisation. A manager that is willing to ensure the highest motivation within his team needs to focus on listening, adjusting and evaluating constantly.

DEMOTIVATION FACTORS

Here are the clusters of most common factors decreasing motivation of team members.

MICROMANAGEMENT

By making sure your team member is doing fine too often, you are actually showing lack of trust.

COMMUNICATION ISSUES

When missing information, team members will produce rumours and assumptions.

BOREDOM

Depending on personality, lack of challenge and achievement can be devastating.

CONFLICTS

Work friendships boost employee's satisfaction and conflicts are mirroring this effect.

INSECURITY

When changing your mind or denying help without explanation, you're loosing your team's confidence in leadership.

STAGNATION

When progress and impact is invisible, team members will feel their effort is pointless.

UNFAIRNESS

Performance based motivation should be fair or removed (which is more of a trend now).

MOTIVATION MEASUREMENT

Declarative motivation is not trustworthy, since we, as humans, struggle to verbalize it. Instead of asking which motivation factors are valuable for your team members, listen to their stories. Ask when they felt the most (de)motivated and try to extract factors from stories they share. This approach is a scientific method called Empathy-Based Storytelling and since it works well for precise measurements in research purposes, it should work well enough in workplace motivation assessment as well.

MOTIVATION THEORIES

Practical application of different theories in motivating employees.

MASLOW HIERARCHY OF NEEDS

When using Maslow's theory to motivate your employees you need to focus on assuring that their **basic needs** (physiological, safety and belonging) are covered so that they could easily achieve better creativity and results.

SELF DETERMINATION THEORY

When using SDT to motivate your employees you need to make sure: they have all the necessary **skills** to complete the task and it is not too easy for them; they have satisfying portion of **autonomy** to conduct the task in the way they want and they know the task is important and useful to the **team and organisation**.

HERZBER 2 FACTORS THEORY

Make sure you **reduce the amount of dissatisfaction factors**: supervision, low salary, policies, beauracracy, bad working conditions, lack of security;
and **increase the amount of motivation factors**: achievement, recognition, responsibility, advancement, growth.

MC GREGOR XY THEORY

Change the motivation of your employees by changing how you think about them. Treat them like they were highly motivated and responsible to see they become alike.

VROOM'S EXPECTANCY THEORY

Make sure your employees know their increased effort will lead to increased performance and that their effort will lead them to the results they expect (like promotion or a raise).

ADAMS' EQUITY THEORY

When using equity theory managers should assure all the employees are perceiving that they are treated fairly in the ratio of effort they put into organisational success and the outcome they receive.

radek@czahajda.pl