



TEAM MOTIVATION

" Motivation is the art of getting people to do what you want them to do because they want to do it. "

Dwight Eisenhower

" Motivation is what gets you started. Habit is what keeps you going. "

Jim Ryun

Motivation can be defined as a sum of factors which brings an individual to act in order to achieve a goal, as a stimulus which generates objective-oriented behavior, or as a state of mind which pushes anyone to do something.



Analyzing the motivational process, Carter McNamara tear to pieces 3 motivational myths:

- **One person can motivate another** - Not really true, because motivation has strong internal roots. As a manager, you have to create a motivational environment customized for each person; there is no team motivation without taking into account each member.
- **Money and fear are good motivational factors** - On long term, money can only help people to be less motivated. The same, fear works on short terms; repeated criticism and threat from a manager will negatively impact the motivation of an employee.
- **I know what motivates me, so I know what motivates my employees** - Wrong, because everybody is different. A good team motivation can only be achieved by a fine observation and understanding of the motivational factors of every team member.

FACTORS WITH POSITIVE IMPACT IN TEAM MOTIVATION

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|------------------------|-------------------------------|-------------------------|
| • Clear objectives | • Training & Team Building | • Leadership |
| • Open communication | • Coaching | • Responsibility |
| • Personalities valued | • Empowerment | • FUN |
| • Management support | • Challenges | • Praise success |
| • Positive feedback | • Shared operating principles | • Evaluates continually |

REWARD WORKS BETTER THAN PUNISHMENT, BUT MONEY MAY NOT BE THE ANSWER ...

Say "Thank You !" - Thank employees for their contribution, especially for what they do above the "job description" (overtime hours, an effort to finish a project).

Bring team-wide gifts - Small things (such as a box of chocolate or a lunch downtown) can become important rewards, creating a friendly and motivating workplace.

Create a results oriented work environment - It is better to aim the objectives instead of asking your employees to work for a certain amount of time.

Discuss the objectives - The employees doing routine activities may lose their significance in the team - this can be solved by having regular meetings to discuss the projects and important decisions taken in the company.

Communicate with the team - Make time to chat with your team members. Ask them about any concerns or problems they may have. It is not complicated and this way you create a pleasant workplace and you will have dedicated and efficient colleagues.

Team Building - Team Building sessions bring important contributions on retaining and motivating the employees, strengthening the relationships between them and developing the team spirit.

We remain at your disposal for any other information:

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