

Leader's Guide to Motivate People at Work

Why Motivation Matters



Higher Morale



Improved Performance



Increased Productivity

What Motivates People

Autonomy

The urge to direct our own lives

Mastery

The urge to get better

Purpose

Be a part of something meaningful

Percentage of workers who say the following factors are very effective motivators:



Praise from managers



Attention from leaders



More responsibility

How to Improve

1

More Praise

- ▶ Use Terryberry's Be Engaged platform.
- ▶ Give specific feedback.
- ▶ Be timely in when you give it.

2

More Attention

- ▶ Take time for 1:1 meetings.
- ▶ Explain the bigger picture to give purpose.
- ▶ Show how the company goals align with theirs.

Only 40% of employees are well informed of their company's goals, strategy, and tactics.

3

More Responsibility

- ▶ Give opportunity for growth through projects.
- ▶ Provide autonomy to decide for themselves.
- ▶ Offer opportunities for their ideas.

Study found: the harder a project is, the prouder we feel about it.