**More Than #MotivationMonday: Motivating Your Team Any Day of the Week: Learner Guide**

<http://www.webjunction.org/events/webjunction/motivating-your-team.html>

**Event Description**: Employees motivated to deliver top notch service are key to a library’s success. But many in library organizations don’t know how to effectively instigate employee motivation. As a critical management and leadership skill, it’s important to know what motivation is and isn't, what works and what doesn’t. In this session, we’ll explore factors that influence motivation at work and review strategies for supervisors to keep their teams motivated and productive. No matter the size of your library or your role, you will be inspired to find your own motivation and be able to catalyze others!

**Presented by:** Rachel G. Rubin

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| **What are your goals for viewing this webinar?** |
| **Personal Goals** |  |
| **Team Goals** |  |
| **What does Motivation look like?** |
| When you think about a “motivated employee,” what does that mean to you? What does it look like?  |
| **Motivating: Self and Others** |
| What are some of the challenges you face when trying to motivate others?What challenges do you encounter in motivating yourself, or how would others describe the challenges they encounter in motivating *you*? |
| **Herzberg Theory** |
| Consider the [Herzberg Theory of Motivation in the Workplace](http://futureofworking.com/herzberg-theory-of-motivation-in-the-workplace/). In the lists of factors below, check off those that, for yourself, are currently in play. Identify those factors that you know could be addressed in order to eliminate job dissatisfaction or those that could be enhanced to create conditions that lead to satisfaction. **Hygiene Factors*** Policies
* Job Security
* Quality of Supervision
* Working Conditions
* Pay/Salary/Wages and other Benefits
* Work/Life Balance

**Motivator Factors*** Sense of Personal Achievement
* Status
* Recognition
* Challenging/Stimulating Work
* Responsibility
* Opportunity for advancement
* Promotion
* Growth

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| **Be the Change** |
| In order to motivate myself (or my team) better in the workplace, I will….1.2.3.4.5. |
| **Action Plan:** (include next steps, who, when, etc.) |
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