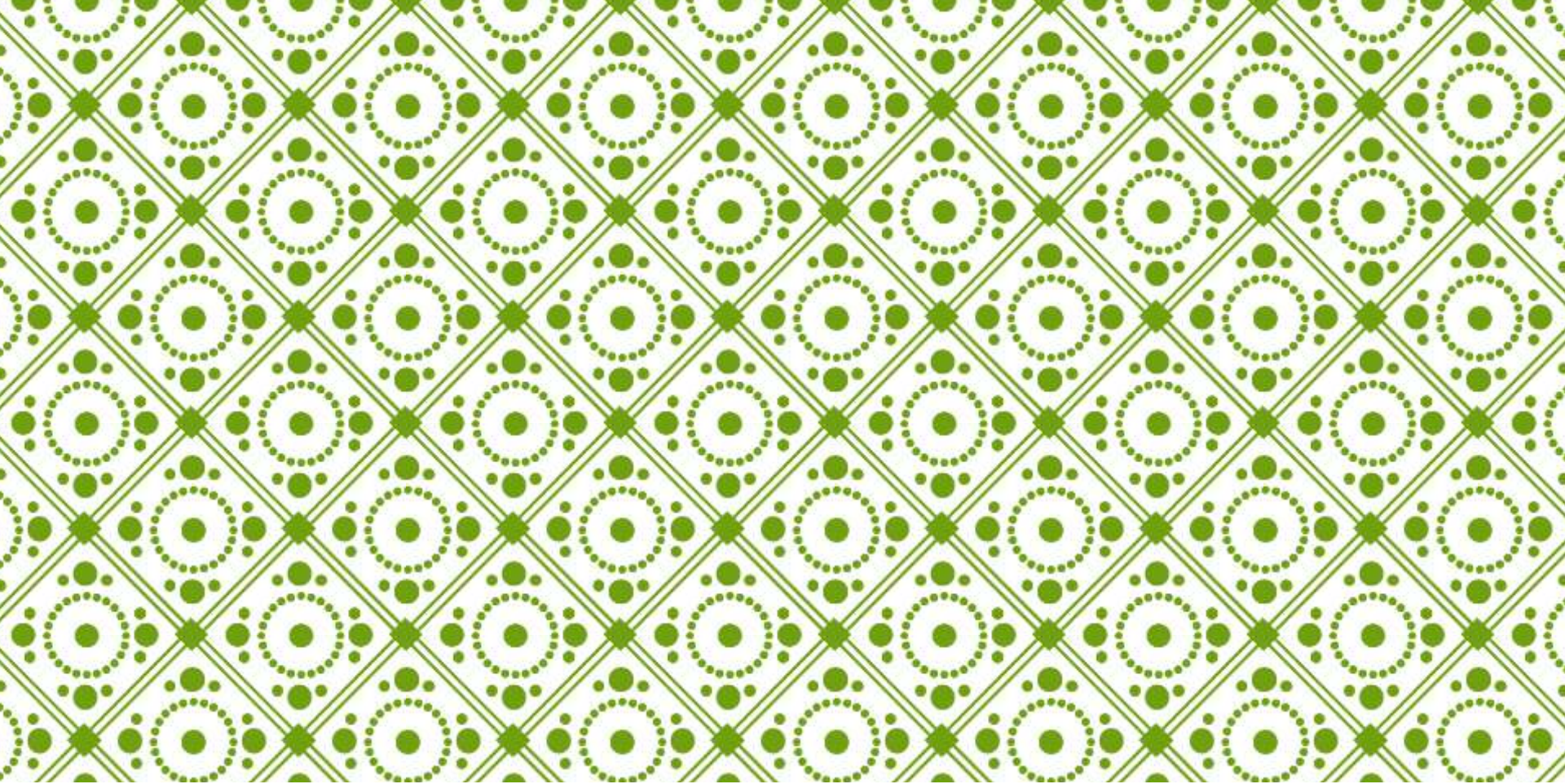


Today's Presenter



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MORE THAN #MOTIVATIONMONDAY: HOW TO MOTIVATE YOUR TEAM EVERY DAY

PRESENTED BY:
RACHEL G. RUBIN MLIS PH.D
08/17/17

WHO AM I AND HOW DID I END UP HERE?






Why do you work?



Why do you work hard?

FOUR CRITICAL EMPLOYEE ATTITUDES


- 1. Motivation:** The willingness to work hard.
- 2. Satisfaction:** Affective condition regarding an employee's feelings toward the job.
- 3. Commitment:** Desire to stay with the organization.
- 4. Citizenship:** Engagement in “above-and-beyond” activities that improve the efficiency and effectiveness of others and of the organization.



When you think about a “motivated employee” - what does that mean to you? What does it look like?

YOU CAN SEE MOTIVATION

- **Direction:** The choice among alternatives
- **Persistence:** How long the effort is maintained
- **Continuing motivation:** Returning to the task
- **Intensity:** How focused the effort
- **Performance:** How well is the task performed



What are some of the challenges you face when trying to motivate others?

EVERYONE IS DIFFERENT (MCCLELLAND)

- Affiliation
- Task orientation
- Power



<http://lakeforestanimalclinic.com/services.html>

FIT MATTERS



<https://www.zazzle.com/s/avocado+we+go+together+mugs>

THE WAKE-UP TEST



<http://www.fredandfriends.com/table/wake-up%21/WAKEUP.html>

WORKPLACE FACTORS AFFECTING MOTIVATION

Two basic components:

- Hygiene factors
- Motivators



<http://piedtype.com/2012/03/28/carrots-sticks-and-health-care/>

HYGIENE FACTORS / SOURCES OF DISSATISFACTION

- Policies
- Security
- Supervision
- Working conditions
- Pay (absolute value, pay level and range, pay rules, pay comparison)

MOTIVATORS

- **Variety and challenge**
The need to set goals that are specific, difficult and challenging
- **Opportunities for advancement**
Rising in the pyramid vs. developing and recognizing mastery
- **Recognition**
The “rewards” of work
- **Opportunities for growth**
Horizontal vs. vertical expansion of the job

MOTIVATORS - CONTINUED

Responsibility/Autonomy

- Task identity: completing a task from beginning to end
- Task significance: task has a significant effect on others
- Task interdependence: others rely on the task being completed
- Task variety: variations in tasks (not fragmentation)

The Work Itself

- Make goals and values clear
- Make tasks interesting
- Orient and train
- Create challenging goals
- Create opportunities to build social bonds

EXTRINSIC REWARDS

- Rewards external to the tasks of the job.

EXTRINSIC REWARDS

- Rewards external to the tasks of the job.
- Good pay and benefits
- The chance to develop relationships with other staff and supervisors
- Opportunities to move up
- Job Security

INTRINSIC REWARDS

- Rewards related to the job itself.
- The job is:
 - Personally fulfilling
 - Challenging
 - Gives people a sense of felt responsibility
 - Feedback and recognition is provided
 - Provides variety and opportunities for creativity
 - Makes use of an individual's strengths

REWARDS AS MOTIVATORS

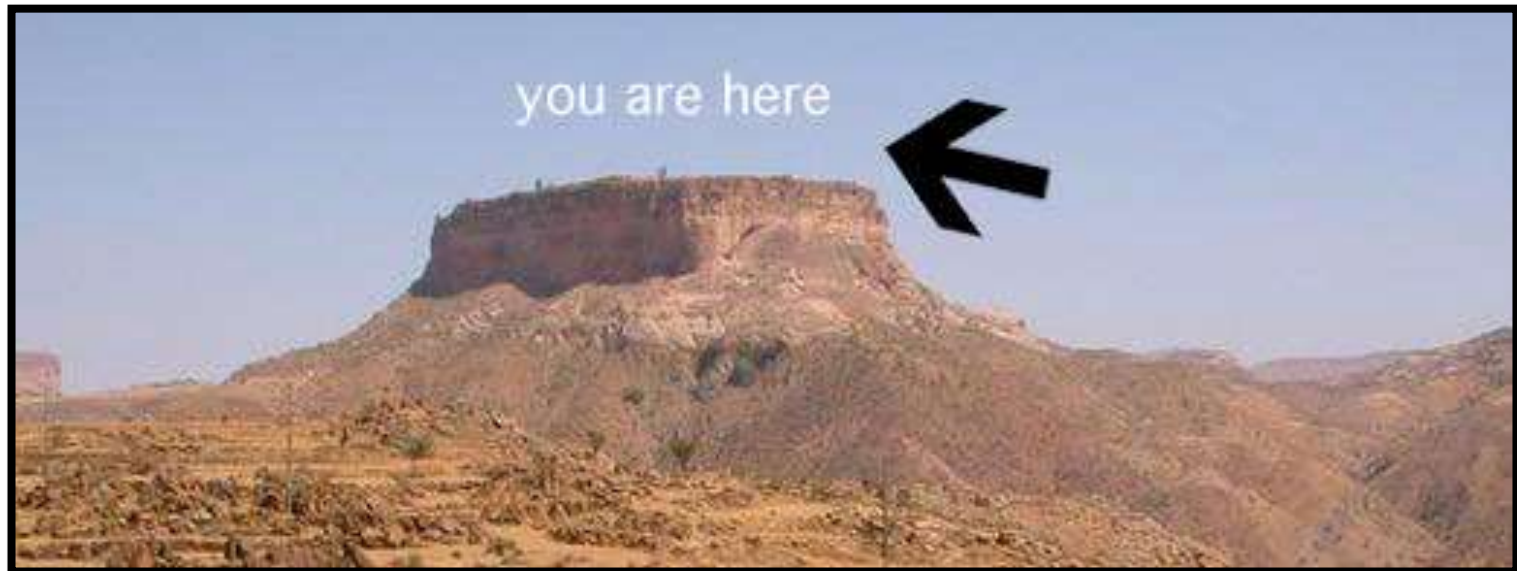
- Focus is on the future, not the past.
- Reward can be for more than job tasks, e.g., competence building and citizenship.
- Reward is based on clear expectation that increased performance actually leads to increased rewards.
- Rewards are perceived as fair.

CAREER STAGE

- **Stage One: Pre-Entry**
 - Includes recruitment, application process, interview and decision process. (What are you doing to ensure pre-entry motivation?)
- **Stage Two: Initiation/Onboarding**
 - Includes early experiences, orientation, interesting work, felt responsibility, social bonds. (What are you doing to ensure entry motivation?)
- **Stage Three: Career Development**
 - Includes opportunities for growth, advancement, professional development, respect, salary, recognition of mastery. (What are you doing to ensure career development motivation?)

STAGE FOUR: EMPLOYEES ON THE PLATEAU

- Entrenchment
 - Includes close friendships, social networks, retirement issues, mentor-mentee relationships. (What are you doing to ensure motivation during entrenchment?)



<https://www.moovital.com/stuck-on-the-crossfit-plateau/>

TYPES OF PLATEAUS

Structural: Lack of positions in the organizational pyramid.

Content: Employee has mastered job content and is bored.



<https://www.linkedin.com/today/post/article/20140203092316-64875646-bored-at-work-here-s-what-to-do>

PLATEAU-TIVATION

- Cross training and job rotation
- Increased participation in decision making
- Reduce focus on promotion as key reward
- Allow employees to serve as mentors
- Increase attendance at conferences and workshops
- Ask employees what they would like to do
- Enrich or redesign jobs
- Stress management training
- Provide supportive outplacement

WHY PEOPLE CHANGE JOBS



75%
of workers who voluntarily left their jobs did so because of their bosses and not the position itself

“ People don't quit jobs, they quit bosses. ”

Source:
<http://www.gallup.com/businessjournal/106912/turning-around-your-turnover-problem.aspx>

For more info and content, contact us



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www.redrockinternational.com

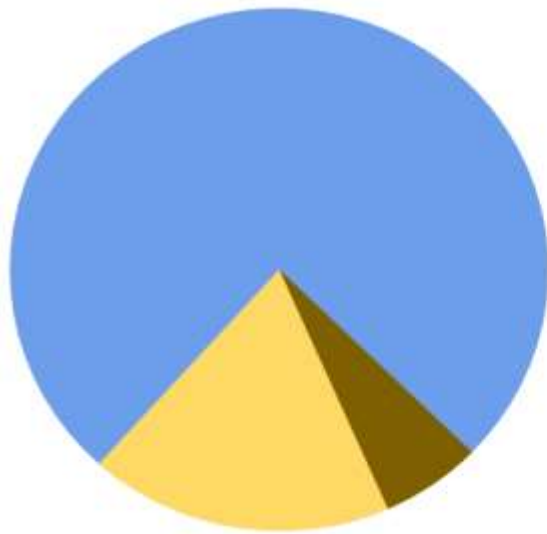
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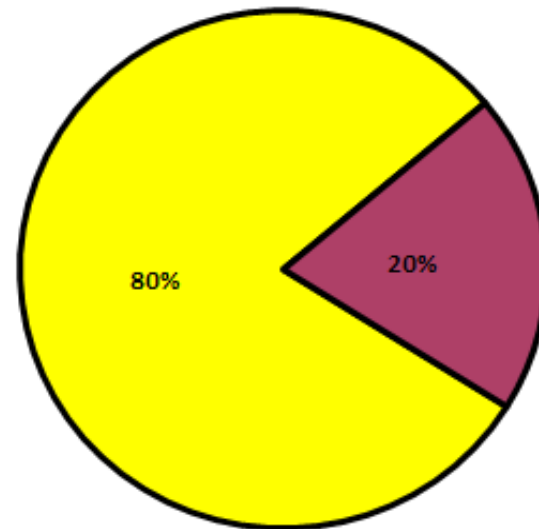
AND NOW...

What will your next step(s) be?

HAVE FUN



- Sky
- Sunny side of pyramid
- Shady side of pyramid



- Resembles Pac-man
- Does not resemble Pac-man

<http://twentytwowords.com/ultimate-list-of-funny-pie-charts/>

I am a tiny potato

And I believe in you



YOU CAN DO THE THING

Shun



QUESTIONS?

THANK YOU!!

Rachel G. Rubin

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