

CHALLENGE: MOTIVATING STAFF

The Role of the Supervisor

Place employees where they have the opportunity to excel

- ✓ Find individual motivators.
- ✓ Tap into each employee's passion. When people are passionate about their work, performance increases.

Allow staff to develop their approach to achieve stated objectives

- ✓ Delegate decision making.

Acknowledge and reward employees

- ✓ Set up a good, realistic, and challenging performance plan.
- ✓ Provide regular feedback to employees on how well they are doing.
- ✓ Provide adequate training when needed.
- ✓ Recognize employees and look for ways to reward performance quickly and often. How you reward positive behaviors is less important than the fact that you actually do it.
- ✓ Provide growth and advancement opportunities.
- ✓ Treat employees fairly and with respect.
- ✓ Make time for fun. Schedule team activities such as pot luck luncheons and work retreats.

Communicate information as it is received

- ✓ Share compliments and feedback you receive about that employee.
- ✓ Give constructive feedback and do it in private
- ✓ Keep employees informed and take time to listen.