

7 TOP TIPS TO MOTIVATE STAFF

1. Positive working environment

Studies show that happy employees work the most efficiently. Creating a positive and happy working environment where staff have mutual respect and courtesy for one another doesn't cost a penny and will go a long way towards motivating and retaining staff. Ensuring that everyone feels valued within the company ought to begin the moment they walk through the door. Buddy systems and on-the-job training are excellent methods of implementing an inclusive and supportive environment where staff work well together.

2. Career progression

An excellent way to motivate staff is to offer opportunities for career progression, as this is something all employees strive for. Promotion should be open to all members of the team, regardless of age, sex or position within the company. Encouraging self-development and offering new and regular training sessions will put your employees in a better stead to move up within the company. Mentoring schemes and in-house training tend to work well by exposing staff to a broader range of tasks within different areas of the company.

3. Performance-related bonuses

Where businesses are able to set aside an amount of money to reward good work, setting up a performance-related bonus scheme can go a long way. It enables you to motivate staff through incentive, without having to offer an extortionate salary all year round. Try introducing a bonus scheme which is paid out if your company hits targets or wins new business. This will give your staff continued involvement in the company's successes and more reason to perform to the highest level possible.

4. Regular updates

Though they may not always vocally express an interest, most employees want to understand their company and how their role directly contributes to its successes. Providing regular updates on the company's progress and insights into future endeavours will give your employees a cause to work towards.

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5. Planned fun

Another way to encourage team motivation could be to organise a team away weekend as something to look forward to after a big project is finished. Planning a fun-filled weekend away for you and your immediate team is a great way of bonding with your colleagues and is always well-received, especially if all expenses are covered. Perhaps your team would enjoy an adventure weekend with a lesson in sailing, a fancy meal out together and a party night. What better way to motivate staff than the promise of fun?

6. Know your team

Knowing your employees' personal interests and hobbies will not only help to form a happier working community, it will also give insight into good ways of rewarding hard work. Everyone enjoys receiving gifts as a small thank you, and the best gifts are always the thoughtful tailored ones. Putting thought into your rewards will keep your staff on your side and enjoying working for you, which in return they'll want to reward with continued hard work.

7. Regular appraisals

Using evaluation and feedback to set realistic yet challenging objectives is a win-win tactic that will help you retain your best employees and inspire new levels of productivity across the board. Rather than one annual appraisal, try implementing regular feedback sessions to check progress, eliminate any problem areas and leave employees feeling supported as they work towards an agreed set of personalised goals. Be sure to remind them that achieving their performance objectives tangibly impacts on the overall results of the business.