

## Increase Employee Performance: Find out what motivates them

**A supervisor/manager must be aware** that good performance is dependent not only on the abilities of team members, but also on how well team members are motivated to perform their job/assigned tasks.

Are you aware of what motivates you to perform to the best of your ability?

Are you aware of what motivates your team members to perform to the best of their ability?

**The following list includes possible motivators.** Which of these are applicable to you?

1. Advancement within the company.
2. Possibility for learning and development.
3. Increased responsibility.
4. Job security.
5. Recognition of achievement.
6. Money (salary).
7. Good working environment (conditions).
8. Interesting work or challenging assignments.
9. Feeling 'in' on things.
10. Sense of belonging (acceptance).
11. Desire to help others.
12. Passion for and fulfilling work assignments/job.

**Once you've circled the important ones (top five),** prioritize your choices. Do you see a picture forming? What did you learn about yourself? What do you want or need to change?

**Hand this list to your team members** — have them fill it out. Once you get an idea of what they find important, it's much easier for you to manage their expectations and coach them to achieve their highest potential.

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