



## Motivation Top Tips

**Praise** - for effort, even if the ultimate goal hasn't been attained so that positive behaviour is celebrated and reinforced in an equitable way

**Challenge** - provide challenging and varied work and responsibility to stretch and develop colleagues and stop them getting bored

**Give regular feedback** - this helps colleagues to develop and evolve, and provides a culture of growth and

**Use mistakes** - as opportunities for learning rather than blame

**Perception of fairness** - rewards come in many shapes and sizes, remuneration is high on the list, as is feeling valued in other ways. Motivation is very much linked to how people perceive their being valued; not whether you think they are or not. Conversations to understand the perceptions are vital to maintaining motivation

**Share your vision** - so that colleagues feel included and have some direction. People need meaningful work and to feel that their contribution makes a difference

**Give greater autonomy** - so that colleagues feel able to make decisions and follow them through

**Work life balance** - think holistically - consider your colleagues life outside work and understand what balance they want to achieve

**Passion** - what are you passionate about, share it. Find out what others are passionate about; give them the chance to work with their passion; its good for them and good for the organisation

**Values** - motivation is very much related to values; if you go against someone's values, motivation flies out of the window. Check out your own, the organisations and others values. Hold these in mind when having motivational conversations.