



Practical Ways to Motivate Your Team

- 1.** Encourage your team to set their own goals, or at least involve them in goal setting.
- 2.** Listen to the ideas that your team members have. Give them proper consideration.
- 3.** Create a sense of urgency. Deadlines help to keep people focussed.
- 4.** Give feedback on performance. Make it regular and constructive.
- 5.** Encourage people and provide help when necessary.
- 6.** Treat people as individuals. What's important to one person is not necessarily important to another.
- 7.** Provide incentives.
- 8.** Set well-formed outcomes that engage the heart as well as the head.
- 9.** Keep goals visible, and give feedback on progress towards them.
- 10.** Set daily, weekly and monthly targets as well as long-term goals.
- 11.** Make work fun.
- 12.** Celebrate success.
- 13.** Allow people to fail...as long as they learn from their failures.
- 14.** Focus on the positive. Move towards things rather than away from things.
- 15.** Encourage communication. Have regular individual and team meetings.
- 16.** Encourage and expect high standards from your team. They will begin to do the same.
- 17.** Reward individuals and teams from time to time.
- 18.** Give people responsibility. Make them accountable.
- 19.** Help people to focus on what they CAN do, rather than what they can't.
- 20.** Say please and thank-you to your team members.
- 21.** Believe in your team. They will start to believe in themselves.
- 22.** Be enthusiastic. It will rub off on your team.



- 23.** Ask for regular updates. People will not want to report that they have done nothing.
- 24.** Take people a little bit out of their comfort zones to stretch them.
- 25.** Focus on action, not intention. Encourage people to 'do'.
- 26.** Provide information and give people a reason to do something. The more they understand, the more likely they are to do it.
- 27.** Invest in the 'emotional bank account' of your team members. Give without expecting to receive, and they will start to return the favour.
- 28.** Encourage and demonstrate persistence. The only way to guarantee failure is to give up.
- 29.** Provide opportunities for people to work to their strengths, and shine.
- 30.** Remove physical and emotional barriers to success.