Motivate, Recognize and Energize Employees

Anthem EAP

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Agenda

- The impact of recognition
- What are your goals?
- How to achieve a motivated staff
- Creative ideas
- Promoting a positive work environment
- Fostering resilience
- Self-Care

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The Impact of Recognition

- Creates happier employees
- Promotes loyalty
- Reinforces people's positive behaviors
- Motivates others to push for the same high standards
- Increases everyone's productivity
- Boosts creativity

"Recognition is the greatest motivator" - Gerard C. Eakedale

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What are Your Goals?

◦ Improve employee morale
◦ Improve attendance
◦ Foster teamwork
◦ Increase productivity
◦ Improve employee retention

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Who Benefits from Recognition?

◦ All employees can benefit from the external motivation provided by recognition
◦ Don't only recognize employees with proven track records - identify the employees with untapped potential
◦ Don't overlook employees who have taken risks, even if the risks were not successful
◦ Use recognition as an opportunity to motivate and energize everyone to perform at their full potential

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Discussion

How have you recognized employees?
What worked and what didn't work?

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How to Recognize and Reward Employees

- Identify clear criteria: Create an action plan that is measurable, with clear timelines
- Communicate, communicate, communicate: Provide support and feedback to set your employees up for success
- Empower employees to take appropriate risks
- Shake it up and offer many different types of rewards and recognition
- Be specific about what you are recognizing
- Be authentic

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Training and Learning

- Provide opportunities to learn and grow: professional and personal development
  - Training: in-house or continuing education
  - Volunteer days
  - Special assignments
- Provide incentives and recognition for those who take initiative to pursue growth and development opportunities

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Create A Culture of Self-Improvement

- Inspire employees to learn and grow by assigning them new tasks that may be outside of their comfort zone
- Encourage employees to find and use a mentor
- Get to know what their passions are and try to find ways to incorporate that into their work
- Take a genuine personal interest in their development

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When to Reward and Recognize

- Reward as close to the achievement as possible
- When appropriate, do it publicly so all employees can see and be motivated
- Do it in person, on social networking sites, in print, etc.
- Do it frequently

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Creative Ideas

- Special parking spot
- Extra time off
- Staff socials
- Birthday and anniversary celebrations
- Saying "thank you"
- Wall of praise
- Hand-written notes
- Ask your employees what works
- Everyone is different, so have a range of options

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What Not to Do

- Say: "Great job, but next time…."
- Picking the same people to recognize, time and time again
- Recognizing people for no specific reason
- Employee of the month programs
- Being too serious

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Case Study

Sam is a mediocre associate who comes in right on time and leaves at 5:00pm on the dot. Sam is pleasant and gets along well with team members.

There is really no problem other than Sam's lack of "motivation."

What can I do?

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Positive Psychology in the Workplace

◦ Our genes are responsible for about 50% of our happiness levels; our actions and attitudes account for 40% or our happiness; the remaining 10% is attributable to external events

◦ A recent survey by Virgin stated that 40% of the respondents named their colleagues as the top reason they enjoy their work

◦ Over two-thirds of respondents reported that not only did those positive relationships increase their productivity, but it helped mitigate stressful and difficult challenges at work

How can you cultivate positive relationships in the workplace?

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Foster Resilience

◦ Be aware and supportive of outside influences that may impact performance i.e., caregiving, relationship issues, financial hardship

◦ Lead by example to discourage fear of failure
  ❑ Admit your failures and share what you learned
  ❑ Encourage your employees to find the lesson in each failure and in each success

◦ Deal with negativity by addressing it immediately; encourage constructive ways to manage negative feelings and behaviors

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Self-Care: The Key to Success

It's hard to be motivated and energized if you don't take good care of yourself:

◦ Sleep
◦ Exercise
◦ Eat Healthy
◦ Manage Stress

Set the example for your employees by practicing good self-care

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Evaluation Survey

QR Code

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THANK YOU FOR PARTICIPATING!

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