

What all employees want!

The logo for 'aspina' is a dark red circle with the word 'aspina' written in white lowercase letters inside it.

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Forget the expensive team-building events, elaborate reward schemes and over-embellished mission statements, it's really easy to keep your employees performing well.

Here are 10 factors that all employees want and that lead to *great motivation!*

1. Clarify the purpose of my job and my role in the organisation

In order to effectively accomplish their tasks, it is essential that employees understand the purpose and scope of their job.

You should also clearly defining how their role contributes to the success of the organisation as a whole, your staff will feel greater responsibility for their work – and how it affects other staff members.

2. Identify the results I'm expected to achieve

If your staff are unclear about the results they are expected to achieve, they won't achieve them. You need to define the measurable tasks to be accomplished.

3. Tell me know how I'm getting on

Too many organisations rely on a once-a-year formal performance appraisal system and expect staff to be content with a list of objectives that fall out of it.

However, providing feedback on a regular, informal, basis enables staff to accomplish goals more effectively. This will have the added bonus of strengthening the quality of the relationship between you and your staff.

4. Communicate effectively with me

Taking time to talk to your staff and listen to their contributions creates a climate of 'buy-in' where employees feel involved with influencing the direction of your organisation.

5. Lead by example

Employees respond well to good leadership where the leader's actions speak louder than their words. People pay more attention to what you do than to what you say so.

6. Give me the resources to perform

To achieve the results to the desired level, you need to provide your staff with adequate resources (time, materials, etc.)

7. Let me have the opportunity to perform

Employees work best when they feel empowered. This means allowing the job holder to get on with the job with the minimum of interference.

8. Applaud me when I do a good job

Everyone likes a pat on the back. By praising your staff, you are recognising the contribution they have made and letting other staff know that you applaud good work. This contributes to a sense of team spirit and powers motivation.

9. Give me guidance and training when I need it

Employees need to feel supported in their work. This can mean simple on-the-job coaching to dedicated training programmes. Whatever the method, the acquisition of knowledge, skills and attitude are central to performing the job effectively.

10. Adequate reward me for my contribution

For many people, the money they take home is sufficient reward for the efforts they put in. However, as a motivator, money only works with a small number of people. Most experts agree that, although money is important, real long-term commitment and motivation can be better encouraged in other ways such as fulfilment, satisfaction and a sense of achievement.

