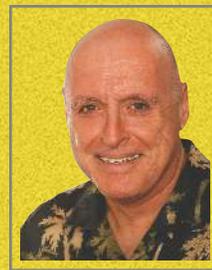


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1088 Ways a Manager Can Motivate Workers

Motivating workers should always be at the top of every manager's to-do list. It's a moving target and not always easy, but you have to stay after it. I'm Jerry Roberts and we'll revisit the topic of motivation, next, on The Extra Point.

Employee motivation and morale are connected at the hip. One will never be separated from the other. Today, three strategies for motivation that can make a big difference in attitude as well as performance.

*Encourage autonomy.* If you have a culture that discourages employees from pursuing their own ideas or even just leading the effort on a project, you'll likely never get the best work out of them.

When a worker is granted autonomy, they are also signing on for accountability, and we all know how important it is to get our talent to adopt that mindset.

Autonomy helps a worker become resilient, as they'll face ups and downs, and challenges, the kinds of issues that will force them to think of solutions.

When you introduce workers to autonomy, you're opening the door to personal growth, and that has long-lasting and valuable impact upon them and your organization. Not to mention, when they emerge successfully, their confidence level will be far higher, they'll want more, and their productivity could skyrocket.

*Encourage imagination.* If you have talent who has shown some flair for creativity in their work, and independent thinking, you might get with them and suggest that they look for ways to tackle old problems and old processes with fresh eyes and fresh approaches.

My old boss, Big Ed, told our three-man crew that we were free to come up with new ways

to do our work. However, if it didn't yield a better result for the company, we had to revert to doing it the old way. That motivated us and we tried to improve on the existing methods.

In the end, we succeeded a few times and established a new regimen, while more often than not we discovered that the tried and true method was still the best and we stayed with it. That was fine with us. At least he had given us a chance to be a little creative, and we were a happy bunch.

The freedom to create inspires a worker, even if he or she is doing mundane, repetitive work. What tasks do you have around your workplace that are worth rethinking? If you put your mind to it, and you let others put their minds to it, I'm sure you'll come up with a number of things.

*Encourage gamification.* This is a nod to the younger members on your team, though if you do it right, others will also enjoy it. This young group has grown up playing video games, and then has games on their phones. They play a lot of games, and what if at least part of their work had game-like elements?

Gamification strategies often emphasize a sense of achievement and can be combined with tracking goals. Let's say the average daily production is the creation of four widgets, and a worker makes five. She gets a point for herself and a point for her team. You keep track of all the points, with prizes or perks going to the team that scores the most points, and a special prize for the best individual achievement.

If you think about it, you can make a game out of just about anything. It's not a brand new concept, but it's one that works. I believe you'll find that almost everybody likes the added dimension of a game in their work.

(Con't.)

There's a lot to be said about motivating workers in any positive way possible. Add creativity, add fun, and add the dimension of them tasting autonomy and accountability.

I think motivation will be alive and well where you work, if you do.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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