

Methods of Motivating People

Frank Mayers

A motivated individual or team will overcome obstacles of all types to achieve goals. A leader creates and maintains an environment where an individual or team is likely to become motivated. You don't have to be in a leadership position to motivate people around you. You can be, and often are, an effective motivator by being a good role model and coach to members of the team or group.

Therefore, motivators need to find what motivates individuals and groups, then develop rewards or reward systems that individuals and teams value.

What do people value that motivates them?

- Personal pride and respect
- Purposeful work (work does not mean a job)
- Interesting work
- Challenging work
- Praise for work or skills
- Control of work product
- Promotion in rank
- Thrill of competition
- Recognition, in public or private
- Opportunity to improve or develop new skills
- Camaraderie of the group
- Financial reward (money, prizes, and bonuses)

What are your motivational tools and skills?

- Do I treat all people with respect, and do I get respect back?
- Do I provide clear direction and purpose when leading, or do I just give orders?
- Am I honest with team members when things are going good or bad?
- Do I take the time to understand what each member values?
- When an individual or team does not perform to expectations or goals set, do I find out why before...?
- Do I reward people for achievement or just to reward?
- Do I reward consistently and fairly as others see it?
- Do I know how to discipline, and do I use it effectively?

What conditions motivate or de-motivate people?

- People are more likely to follow a credible leader who they respect, is honest, and supports them in return.
- People are de-motivated when the leader disappoints, when rewards are misused, or when the work or purpose is found lacking.
- People will follow leaders that provide meaningful work and rewarding causes.
- People want leaders that provide work for rewards, rather than to avoid punishment. That is why dictators are never popular.
- People want a leader who knows them as an individual, if possible, and are better motivated in a one-to-one relationship.

What motivational tools and skills can be used?

- Reward sooner rather than later, before the reason is forgotten or discounted by time.
- Do not overuse rewards or they lose their value.
- Match the reward to the achievement and be consistent with all parties.
- Reward only desired behaviors or outcomes. Do not reward undesirable behavior.
- Do not send mixed messages by giving rewards for achievement at the same time that you are trying to correct undesirable behavior or outcomes.

Reference materials:

Competent Leadership manual, Project 8 on Motivating
Leadership Excellence Series, *Motivating People*

If you would like a copy of my complete notes, please contact me at frank62148@aol.com.