

MOTIVATING YOUR TEAM TO HIGH PERFORMANCE



Developed by Dr. Lawana Gladney



MOTIVATION AND ENGAGEMENT RESEARCH

According to a Gallup Study, 71% of the American workforce are disengaged from their jobs. As a result from this lack of employee motivation, an estimated \$300 billion is lost each year by employers.



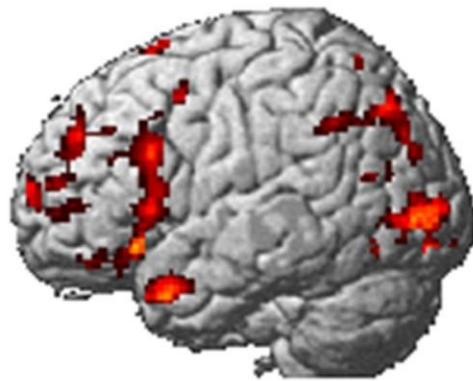
UNDERSTANDING EMOTIONS

- 75 – 90% of sickness and disease are a result of emotions and stress
- Locked in the subconscious
- Is critical to learning and memory.
- Emotion is expressed in the body, through posture and facial expression and can be observed by others
- Feelings are conscious perception of all those changes happening in the body

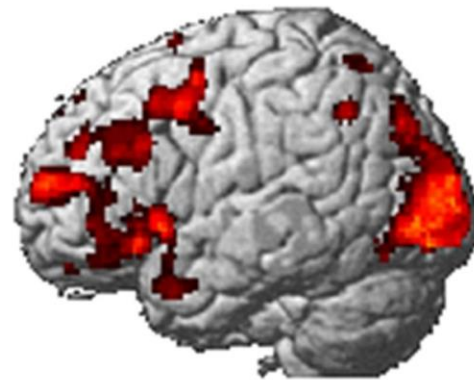


EMOTIONS IN THE BRAIN

- Found in the limbic portion of the brain
- Two emotions- Love and Fear
- you can change the way you feel- an experience of emotions
- Emotions can be buried, but they are still alive



HAPPY



SAD

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YOUR MIND

- It is thought, perception, emotion, determination, memory and imagination that takes place within the brain.
- It is where reasoning takes place.
- It is the awareness of consciousness and controls what we do, and why we do it
- Thinking drives your brain – mind is at a higher level than your brain.



THOUGHTS IN THE MIND

- 60,000 thoughts
- Thoughts produce proteins that form like trees in your brain.
- Every thought has an emotion and a feeling
- No thought is harmless.
- Research indicates 80% of thoughts are negative.
- Your thoughts are literally killing you.



THOUGHTS DRIVE BEHAVIOR



Passive



Assertive



Aggressive



WHY ARE EMPLOYEES UNMOTIVATED?

- 8 of 10 Families are Stressed
- 70% are stressed by finances
- 58% are stressed lack of sleep
- 41% of stress because of job demands



TYPES OF MOTIVATION

1. **Intrinsic Motivation** is driven by interest and curiosity. It is behavior done solely for the interest and enjoyment of the activity when the activity itself is the reward.
2. **Extrinsic motivation** is created by external factors like rewards or punishments. The motivation for accomplishing the task is to earn a reward or avoid punishment. It has very little to do with the task itself.



WHAT MOTIVATES YOU?

- List the top 3 factors that motivate you on your job.
- 1.
- 2.
- 3.



WHAT MOTIVATES EMPLOYEES



1. Advancement
2. Type of Work
3. Company – proud to work for

- Study done with 44,000 employees over 20 years from Minneapolis Gas Company



TOP TEN MOTIVATORS

1. Interesting work
2. Good wages
3. Full appreciation of work done
4. Job security
5. Good working conditions
6. Promotions and growth in the organization
7. Feeling of being in on things
8. Personal loyalty to employees
9. Tactful discipline
10. Sympathetic help with personal problems



KEYS TO MOTIVATING TEAMS TO ACTION

- **A- accountability**
- **C- challenging**
- **T- tangible/intangible rewards**
- **I- important**
- **O-opportunity for growth**
- **N-novelty**



KEY 1 - ACCOUNTABILITY

Psychologically, you are more motivated to do what needs to be done or motivated not to act a certain way when you are held accountable for your actions.

- Tip - Set TARGET goals with defined expectations

Accountability



KEY 2 - CHALLENGING

Having difficulties present or making task challenging helps to increase motivation – Institute healthy competitions



Tip- Tasks at work should be integrated with challenges

Survey result - Type of work (2)



KEY 3 – TANGIBLE/INTANGIBLE REWARDS

The theory of motivation indicates that rewards or reinforcements are a major part of our desire to achieve



Tip – Praise and reward employees for jobs well done

Survey result - Full appreciation of work done (3) Good Wages (2)



KEY 4 – IMPORTANCE

When you feel that you are important and the work you are doing is making a difference, it increases your motivation.



Tip – Keep employees plugged into the goals of the company

**Survey result - Feeling of being in on things (7) and
Personal loyalty to employees (8)**



KEY 5 – OPPORTUNITY FOR GROWTH

It is imperative that you have the opportunity to continue to develop in order to maintain a level of motivation. If you cease to grow – you die.



Tip - Set a bar or standard to reach Incorporate and measure growth

Survey result – Advancement (1) and Promotions and growth in the organization (6)



KEY 6 – NOVELTY/KEEPING IT NEW

- *Keeping things new and fresh is one of the concepts associated with increasing intrinsic motivation*



Survey Result – Interesting Work (1)

- Tip – Add new elements to the job and environment



ROAD MAP TO SUCCESS

Name 3 things you can do to increase your teams performance.

- 1.
- 2.
- 3.



QUOTE OF THE DAY

- As a leader you must know yourself. Know your own strengths and weaknesses, so that you can build the best team around you.

Jack Welch



LET'S KEEP IN TOUCH

www.creatingamazinglives.com

drgladney@drgladney.com

Dr. GladneyTV



Dr.Gladney

Dr. Gladney

@drgladney

