

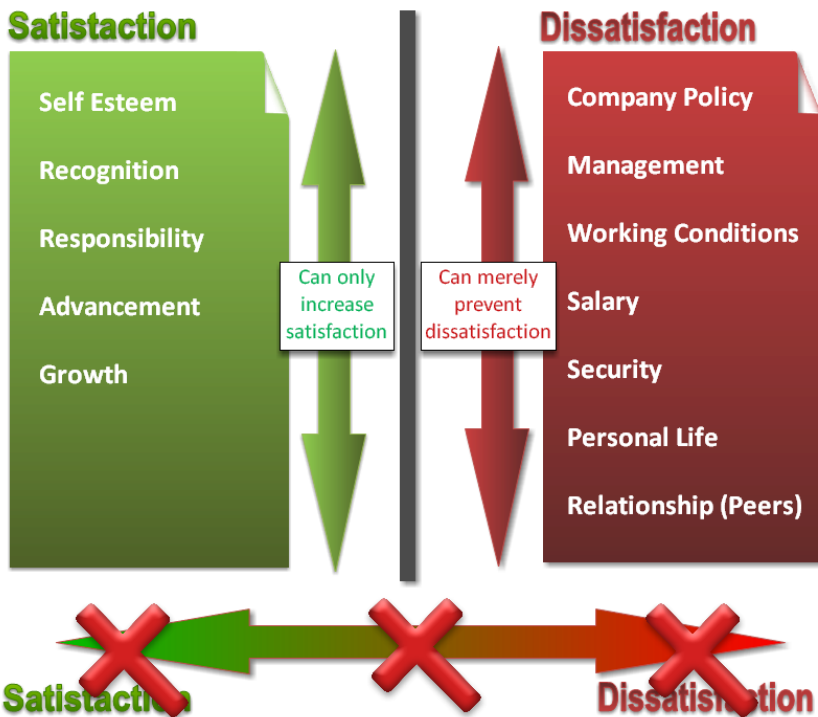
# Motivate Your Employees



## The SMART Way

- **SPECIFIC:** Often, creating a list of benefits from the accomplishment of the goal will give you a compelling reason to pursue that goal.
- **MEASURABLE:** It's crucial for goal achievement that goal setters are able to track their progress towards the goal.
- **ACHIEVABLE:** Setting big goals is great, but setting unrealistic goals will just de-motivate you. A good goal is one that challenges, but is not so unrealistic that the person has virtually no chance of accomplishing it.
- **RELEVANT:** Before you even set goals, it's a good idea to sit down and define your core values and your life and career purposes. These tools will help the person set goals that matter to them.
- **TIMED:** Without setting deadlines for goals, the goal setter will have no real compelling reason or motivation to start working on them. By setting a deadline, your subconscious mind begins to work on that goal, night and day, to bring you closer to achievement.

## Herzberg Theory



## Encouragement Styles

- The Carrot
- The Whip
- The Plant



# Half-full or Half-Empty

The glass half full or half empty scenario is basically about being optimistic or pessimistic, seeing the positive side of things by not letting the negative side obscure it.



# Expectancy Theory



# Personality Types

Energise or charge their batteries up



The sorts of information they pay attention to (not covered in this workshop)



The criteria they use to make decisions



And the way they like to run their lives (not covered in this workshop)

