

1 How To Motivate People

Most leaders want to motivate people, but only some succeed. Often it's because they link inspiration to achievement. Successful leaders I've coached focus on understanding people, rather than relying on their own accomplishments to inspire.



TOP TIPS

Who Are Your People?

Take time to get to know the people you want to motivate. Learn about their hopes, and their needs. Ask questions. This is about them, not you! Be aware. It takes time to understand what makes another person tick.

Show Gratitude

No one wants to be taken for granted. Acknowledge people for their contributions. Recognize them for their contributions and their accomplishments, for their specific contributions. It can be a big motivator.

Give Feedback

A leader is a mentor. Constructive feedback and suggestions are mentorship tools a leader needs to use to help improve employee performance — and ensure loyalty.

Form Partnerships

A high-performing leader welcomes others into the process. Facilitating learning and engagement helps people feel their involvement matters. Show your human side — a little humour and humility in business.