



A manager's job of motivating employees is never finished. It's an ongoing project to keep employees satisfied, motivated, and therefore productive. While this may seem daunting, there are some very effective ways to motivate your employees with lasting success.

Science Says So: Follow These 4 Effective Strategies to Motivate Employees

No tricks or gimmicks. These four ways to motivate your employees are scientifically proven. Put them into practice and watch your employees become more motivated and more productive at their jobs.

Strategy #1: Be a Great Manager

One of the top reasons for employees to be unhappy at their jobs and even leave a company is poor management. So before going into other ways to motivate employees, it's a good idea to review what qualities make a manager great and a source of motivation for their teams.

- **Honest & Transparent**
- **Respectful & Empathetic**
- **Supportive**
- **Good at Communication**
- **Recognizes Achievements**
- **Asks for Ideas or Feedback**
- **A Hard Worker**

Strategy #2: Create an Incentive Program

There is not only one way to implement an incentive program. While many companies may look toward salary increases or bonuses, that might not be relevant for your company or team structure. You may be able to reward stellar employees with personal time off. Another idea is to allow for team luncheons after a major project was completed successfully. Simple gestures and incentives can go a long way to motivate employees.

Strategy #3: Give Employees Room to Grow

Many employees are motivated by their own professional goals and future. If an employee is unsure of what their growth opportunities may be at your company, they may have a hard time staying focused when times are stressful or may be considering other jobs just because they want to realize their professional potential.

Strategy #4: Offer Flexibility & Simple Perks

There are some very simple ways to motivate your employees. One way is to offer flexibility. Depending on your company, flexible scheduling can go a long way to motivate your employees. Allowing them to work remotely one day a week is a simple way to show that you respect their ability to get their work done, while also getting a change of scenery. This simple change can make a huge difference in keeping employees refreshed and motivated, leading to more productive days – regardless of where their work is completed.

Another way is with food. It's amazing how excited grown adults can get when they are offered food in the office or workplace. Whether it's on a regular basis or a few times a week, these edible perks will go a long way in motivating your employees. Again, food doesn't need to be fancy or expensive. Give your team options so your investment pays off.