



Are Your Employees Motivated?

eBook

Are your employees motivated?

Learn how to motivate different types of employees and ignite workplace enthusiasm, motivation and engagement. Create a “person-centered” relationship with your employees that will help create a positive workplace environment where employees demonstrate emotional traits like empathy, enthusiasm, motivation and resilience.

Today’s companies select top talent and managers using assessments like this one. Future business leaders must possess personal traits that promote teamwork and demonstrate leadership, the ability to cope with pressure and sensitivity toward others.

Take the Dale Carnegie Employee Engagement Assessment!

Retain your top performers: Employee Motivation Assessment

If your employees are not engaged and unmotivated, it is likely they won’t achieve their true potential. According to Gallup: “Companies with engaged employees outperform others with disengaged employees up to 202%.”

Organizations and managers that value their employees place emphasis on future development, understand employees’ goals and provide them opportunities for growth. Motivated and engaged employees are more likely to stay with the organization. In contrast, “69% of disengaged employees would leave their current job for just a 5% pay increase.” – Dale Carnegie Training Study

Motivating your employees ignites workplace enthusiasm and engagement. Knowing how to motivate your employees not only establishes you as a professional team manager, but it also creates powerful results for your organization. Remember, each personality is motivated differently.

A recent Dale Carnegie Training Study shows that one of the most critical factors of employee engagement is the “relationship with the immediate supervisor.” Your attitude and actions as a supervisor can enhance motivation and engagement or can create an atmosphere where employees become disengaged.

Take the quick Assessment and follow the Tips for each category to improve your management, communication and leadership skills.

How to complete this assessment:

Circle the number on the right that most accurately represents the degree to which you agree with the statement to the left:

1 = Completely disagree

2 = Disagree somewhat

3 = Neither agree nor disagree

4 = Agree somewhat

5 = Completely agree

How to Calculate your score:

1. Count the number of 1s, 2s, 3s, 4s & 5s.

2. Multiply the numbers in the charts:

1 x ___ = ___

2 x ___ = ___

3 x ___ = ___

4 x ___ = ___

5 x ___ = ___

Total = ___

3. Add up your total score.

4. See results and take action.

1	I make an effort to get to know what motivates my employees and honor their uniqueness and diversity.	1	2	3	4	5
2	I have an open-door policy, demonstrate trust and treat my employees fairly.	1	2	3	4	5
3	I communicate expectations and provide help.	1	2	3	4	5
4	I encourage supportive relationships among team members.	1	2	3	4	5
5	I show sincere appreciation for both efforts and results.	1	2	3	4	5
6	I get to know the employees on a personal level.	1	2	3	4	5
7	I listen attentively to employees' ideas and suggestions.	1	2	3	4	5
8	I communicate with employees frequently and clearly about the big picture.	1	2	3	4	5
9	I provide my employees with a sense of shared values and personal involvement.	1	2	3	4	5
10	I have a collaborative approach to decision making and conflict resolution.	1	2	3	4	5
11	I trust and empower employees to make independent decisions.	1	2	3	4	5
12	I constantly demonstrate that I value my employees.	1	2	3	4	5
13	I discuss my employees' career goals and align them with the corporate goals.	1	2	3	4	5
14	I help employees with their professional development.	1	2	3	4	5
15	I focus on employees' strengths and interests, and provide tasks and responsibilities that support these.	1	2	3	4	5
16	I provide professional and personal challenges, and growth opportunities.	1	2	3	4	5
17	I support development of new skills, improvement and training opportunities.	1	2	3	4	5
18	I allow employees to take ownership of projects and demonstrate their skills.	1	2	3	4	5
19	I look for ways to promote from within.	1	2	3	4	5
20	My employees are offered compensation, benefits, training opportunities and a quality work environment.	1	2	3	4	5

Results

Here are some helpful Tips for Building An Engaged Workforce. These tips will help improve the quality of the employee engagement culture among your team and help you learn how to inspire more motivation among your employees.

Read the Dale Carnegie Tips to boost the motivation and engagement of your employees:

If your score is between 80–110:

You are a fair and inspiring leader, and your employees are motivated and engaged. You are a manager who listens to, understands and empowers your employees. When you show your employees you care about them as individuals, they trust you and are more productive. Dale Carnegie Training's study has revealed that managers can unlock motivation and engagement in their team by creating four key emotional attributes: enthusiasm, empowerment, inspiration and confidence. As a manager it is critical you do all you can to foster these emotions.

If your score is between 50–79:

You need to improve relationships with your employees. Get to know your employees as individuals, ask them questions, listen to them, and share experiences. By learning your employees' goals, values, and what motivates them, you will be better able to inspire enthusiasm, and create a positive and engaging workplace culture. Managers need to convey both verbally and non-verbally to their employees that they respect them, and that they are important to the team and the organization. Always recognize and appreciate team members' achievements.

If your score is between 22–49:

It is highly likely that some or all of your employees are disengaged. According to the Dale Carnegie Training Employee Engagement Study: "69% of disengaged employees would leave their current job for just a 5% pay increase." You need to take action immediately to improve relationships with your employees. According to an ASTD study, for most workers today, especially Generation Y, stimulating and valuable work is more important than salary and advancement. Start to build connections and support your team members. Foster creativity and involvement, implement innovative ideas, value your employees, recognize and prize their work and achievements, and create greater pride in the outcome. Sound like a lot to do?



Solution

Here are some helpful Tips for building an engaged workforce. These tips will help improve the quality of the employee engagement culture among your team and help you learn how to inspire more motivation among your employees.

Read the Dale Carnegie Tips to boost the motivation and engagement of your employees:

Build positive relationships with your employees

Building relationships with your employees is important for building trust and credibility. Employees who trust and admire their managers better understand their managers' goals, are more enthusiastic, and often go the extra mile to complete a task.

- Get to know your employees as individuals and learn what motivates them.
- Empower your employees.
- Be enthusiastic.
- Listen and show interest in your employees' ideas, values and goals.

Use values as a tool to motivate

Know your employees' personal values and career goals. You will know how to easily motivate them and inspire them. Paying attention to your employees' lives outside work and showing them they are valued team players will ignite trust and respect for you as a leader.

- Respect your employees' work-life balance.
- As a manager, give employees opportunities to express creativity by assigning projects that stimulate them.
- Outline a clear career path.
- Create a sense of loyalty, fairness and respect in your team.

Solution

Goals Alignment

If you align personal values to the company's values, employees will be prouder of working for the organization. Align each employee's career goals to the company goals, and they will be enthusiastic about their work and get the job done well. If employees feel that they learn, improve, gain more experience, and grow in the team or the organization, they are definitely more motivated to exceed expectations.

- Align career growth with company goals.
- Build on individuals' strengths rather than focusing on weaknesses.
- Match the right person to the right job.

Throw down a challenge

Mentor, coach and offer additional learning opportunities to your employees. Continuous improvement and learning are desired in almost every career path. Give employees creative tasks, listen to their ideas and empower them to do the job their way to improve engagement.

- Provide professional and personal challenges, development, and continuous improvement.
- Instill a sense of purpose for your employees.
- Involve them in a project as fully as possible by communicating the big picture goal.
- Empower employees.

Recognize employees

Give your employees feedback and the encouragement they need to enhance their job performance. Recognize the smallest contributions of each team member. Recognition is one of the most motivating factors at work. Confident employees are sure they can achieve excellence.

- Let your employees know their efforts make a difference.
- Keep your staff updated on progress the team has made.
- Ask for feedback from your staff.