

5 ways to motivate the team

Often it can feel like some people are more motivated than others. When this happens it can feel frustrating and disheartening to keep having to check on whether others are doing their work. Here are some tips on how to keep everyone motivated...



Find what works for each person

Everyone is motivated by different things, for some it comes intrinsically and is about a sense of pride for doing their best. For others it is about external motivation with rewards, praise, better work life balance etc. If you want to motivate someone find out ways to use what they need to keep them on track.



Give everyone a voice in decisions

If decisions are constantly pushed upon you by others with more power than you it can be hard to see the value in completing these tasks. By giving everyone a voice in collaborative decisions they already are invested and therefore more likely to complete the tasks as they are meaningful.



Consistently give feedback and recognition

Especially at the beginning of a new practice, or for those who need validation to motivate them, make sure you are giving feedback and recognising everyone's efforts. This is more likely to keep everyone on track as they feel seen and respected through the process.



Avoid relying on the motivated ones

Those who are intrinsically motivated and do their work because they feel better when they do a good job are often the ones who end up doing more than their fair share to fill in the gaps. Avoid relying on this and make sure work is distributed evenly through the next point below (5).



Develop systems to hold everyone accountable

Creating systems such as rosters, audits, more regular appraisal style meetings, signing off on information to agree to complete tasks etc. are all going to allow you to hold everyone accountable to their jobs. These systems mean you can support the intrinsically motivated to not feel overworked.