

Would I Inspire Me?

Someone who inspires me is.....

Creating an inspiring workplace

- ◆ **Communicate why work is important**
 - Use real world examples

Explain the problem and why change is necessary. Give an example of how people or customers will benefit by the change. Energize employees about the change. Motivate by telling employees why their work is valued.

Telling people to implement a change without examples may just seem like generating more work for no reason.

- ◆ **Acknowledge the contribution of every employee**
 - Look for reasons to praise people
 - Convey accomplishments to both co-workers and superiors

When an employee does exceptional work, celebrate the success, publicly.

Rewarding good work with additional work and no recognition does not inspire people.

- ◆ **Support your team**
 - Pitch in as a team member
 - Remove obstacles to success

Make employees feel like they work with you not for you. Look for ways to help them with tasks to show that both employees and managers are part of a team. Recognize problems with employees and work with them to find solutions.

- ◆ **Create opportunities for growth**
 - Go beyond job descriptions
 - Be aware of people's goals

Challenge people and help them grow. Show your employees that you care about them by finding out what goals they have and empower them to reach those goals. Let employees lead meetings or make presentations that they develop so they can gain experience and grow in their job.

- ◆ **Share what motivates you the manager**
 - Tell employees why you come to work
 - Motivate employees by demonstrating your motivation

Employees will be motivated by the work if you are excited about what you do.

Additional References:

1. The Manager's Coaching Handbook by David Cottrell and Mark Layton
2. Walk awhile in my shoes by Eric Harvey and Steve Ventura
3. Team Up by Janis Allen
4. Priceless Motivation by Debra Saikanas
5. Indispensable Qualities of a Leader - John C. Maxwell
6. Influencer - Kerry Patterson, Joseph Grenny, David Maxwell, and Ron McMillian
7. Fire them Up - Carmine Gallo
8. Heart of a Leader - Ken Blanchard
9. Get Your People to Work Like They Mean It - Jean Blacklock, Evelyn Jacks
10. The Carrot Principle - Adrienne Gostiek, Chester Elton
11. Power, Influence, and Persuasion - Harvard Business Essentials Winning with People - John Maxwell