

# Employee Motivation

When you think about staff motivation many things may come to mind – more money, a bigger office, a promotion, or a better quality of life. The truth is, no matter what we offer people, true motivation must come from within. Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce.

The Employee Motivation course will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models and how to bring them together to create a custom program.

## Objectives

Define motivation | Identifying importance and methods of employee motivation | Describe employee motivation theories | Identifying personality types | Setting clear and defined goals | Identifying and addressing specific issues in the field

## Employee Motivation Course Outline:

### Module One: Getting Started

- > Icebreaker
- > Housekeeping Items
- > The Parking Lot
- > Workshop Objectives

### Module Two: A Psychological Approach

- > Herzberg's Theory of Motivation
- > Maslow's Hierarchy of Needs
- > The Two Models and Motivation

### Module Three: Object-Oriented Theory

- > The Carrot
- > The Whip
- > The Plant

### Module Four: Using Reinforcement Theory

- > A History of Reinforcement Theory
- > Behavior Modification in Four Steps
- > Appropriate Uses in the Workplace

### Module Five: Using Expectancy Theory

- > A History of Reinforcement Theory
- > Understanding the Three Factors
- > Using the Three Factors to Motivate in the Workplace

### Module Six: Personality's Role in Motivation

- > Identifying Your Personality Type
- > Identifying Others' Personality Type
- > Motivators by Personality Type

### Module Seven: Setting Goals

- > Goals and Motivation
- > Setting SMART Goals
- > Evaluating and Adapting

### Module Eight: A Personal Toolbox

- > Building Your Own Motivational Plan
- > Encouraging Growth and Development
- > Getting Others to See the Glass Half-Full

### Module Nine: Motivation On the Job

- > The Key Factors
- > Creating a Motivational Organization
- > Creating a Motivational Job

### Module Ten: Addressing Specific Morale Issues

- > Dealing with Individual Morale Problems
- > Addressing Team Morale
- > What to Do When the Whole Company is De-Motivated

### Module Eleven: Keeping Yourself Motivated

- > Identifying Personal Motivators
- > Maximizing Your Motivators
- > Evaluating and Adapting

### Module Twelve: Wrapping Up

- > Words From the Wise
- > Review of Parking Lot
- > Lessons Learned
- > Completion of Action Plans and Evaluations