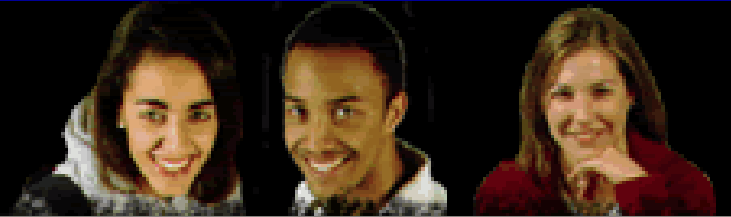


Employee Motivation & Recognition

University of Colorado
at Colorado Springs



What Motivates People (You, Me, and Our Student Employees) at Work:

- ***Ask Them!!!*** (as early as the interview occasionally thereafter)

(Those listed below are NOT in a pre-scribed order!):

- Money
- Recognition & Appreciation
- Interesting and Challenging Work
- Valued Work—Making a Contribution--Meaning
- Part of a Team—Part of a Vision/Mission Providing a Valuable Service

What Motivates People at Work

- Variety of Duties
- Ownership
- Job Security
- Being an “Insider”
- Promotion Opportunities
- Sympathy for Problems—The Employer Cares About the Employee as a Person
- Working Conditions
- Modeled Behavior and Enthusiasm From Supervisor and Co-Workers

Interceding With An Unmotivated Employee

(Adapted from “Supervising Student Employees in Academic Libraries” by David Baldwin):

Determine Cause:

- Doesn't Like the Work? (i.e. Job isn't what they thought it would be—different job in or out of dept.?).
- Bored? (enrich job; add other duties).
- Feeling Unappreciated?
- Other?

Valuing and Empowering Your Employee

- Adapted From “Supervising and Managing People” McGraw-Hill, 1996):
 - Involvement in decisions—individually and via the team
 - Granting authority, when possible/appropriate to “fix” things/situations (i.e. in customer service situations)—you’re trusting and valuing their judgment...
 - Tie performance to compensation
 - Assign bigger projects/responsibilities
 - Self-scheduling

Building Team Spirit

- Adapted From “Supervising and Managing People” McGraw-Hill, 1996):
 - Keep Positive; those being negative must change or be terminated
 - Create supportive environment
 - Challenge the team to help their organization
 - Unique team ID
 - Encourage initiative
 - Hold team members accountable

Recognition/Appreciation Ideas:

- [Link 1](#)
- [Link 2](#)
- [Link 3](#)
- [Link 4](#)

