

- 1 **Employee Motivation & Recognition**
- 2 **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
- 3 **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
- 4 **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?
- 5 **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
- 6 **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
- 7 **Recognition/Appreciation Ideas:**
 - [Link 1](#)
 - [Link 2](#)
 - [Link 3](#)
 - [Link 4](#)