

# 6 THINGS YOU CAN DO NOW TO MOTIVATE YOUR TEAM

According to our recent survey the number one challenge facing leaders and managers, right now, is keeping the team motivated.



So here are 6 things you can **START** doing now to keep your team motivated ...

## 1 COMMUNICATE OPENLY, HONESTLY AND POSITIVELY

Open and honest communication is essential. You may think you're protecting your team but by keeping your team in the dark you will cause more anxiety. Take time to communicate regularly so your team feel comfortable raising issues. Present a clear picture of what's happening and buoy motivation by adopting a positive and optimistic outlook.

## 2 LISTEN TO WHAT YOUR TEAM HAS TO SAY

Don't make the mistake of treating everyone in your team exactly the same. Listening effectively on an individual level will help you get a better understanding of what each team member needs. You'll be able to pick up on all sorts of cues such as confidence, body language, stress levels and receptiveness to change.

## 3 ENGAGE YOUR TEAM IN THE CHANGE

Involve and engage your team in the change process to minimise feelings of helplessness and improve motivation. The more you include your team, the more ownership they'll have for outcomes and successes. When you create an environment where your team can contribute ideas, initiate change and make things happen you'll be in a better position to overcome obstacles and accomplish your goals.

## 4 ASK POWERFUL QUESTIONS

Asking powerful questions rather than telling your team what to do will have a big motivational impact. Powerful questions are provocative queries that provide clarity and fresh perspective that create opportunities for learning. By asking questions you also enable your team to step up and drive outcomes that they can own and be proud of.

## 5 USE APPRECIATIVE FEEDBACK

Giving your team regular and appreciative feedback is an essential skill that will help you generate high motivation and engagement. Avoid using feedback to advise or blame, instead notice when your team members are doing well and focus on the positive behaviours you're seeing.

## 6 CELEBRATE SUCCESSES

Celebrating your team's achievements more regularly will have a positive impact on the motivation of your team. Create lots of opportunities to celebrate successes along the way by setting smaller, achievable, goals that move your team one step further in the direction you want to go.

### HOW MOTIVATED ARE YOUR TEAM ?

# STAR MANAGER

® The STAR® Manager programme gives you the skills you need to gain a reputation as a leader who can motivate your team. The programme will enhance your leadership credibility and improve your future career prospects. You can also gain a optional management qualification in as little as three months.

Find out how STAR® Manager can help you to motivate your team by visiting [STARmanager.global](http://STARmanager.global) or call us on +44(0) 1926 889 885.