



TOP 4 REASONS YOUR TEAM IS UNMOTIVATED

(and what you can do about it)



COACH MONIQUE
& ASSOCIATES

INTRODUCTION

Coach Monique DeMonaco

EXECUTIVE COACH / LIFE COACH /
SPEAKER / AUTHOR / TRAINER

Motivation is the internal drive to start a job and get it done without procrastinating, getting distracted or losing interest. Managers often struggle to understand why their employees aren't motivated. Even when they do understand the "why", they often don't know the "how" to change it. The key is to first identify why an employee lacks motivation and only **after** you understand the "why" can you apply a targeted strategy for change. It is essential that your strategy aligns properly with the "why", or you may make the situation worse.

For example, if you make the mistake of thinking that more compensation will be the motivator and it turns out, the employee feels like the work they are doing has no meaning, you have accomplished nothing and invested more money for little to no return on your investment. There are **4 primary reasons** why employees struggle with motivation. We will outline and give you steps you can take to help your employees overcome their motivation struggles and be more successful.



#1 EMPLOYEE VALUES DON'T ALIGN WITH THE TASK

This simply means the employee doesn't care enough to do it. All too often, we look at things from our own perspective, "what's important to me or what should be important to the other employee." When a task, assignment, or job doesn't connect or contribute to something the employee values, they aren't motivated to do it.

solution

1 There's really only **one true solution** to this one. Find out what the employee cares about and connect it to the task. Ask the employee what they care about and find ways value can be linked to the task, assignment, or job. The different kinds of value are: interest value, identity value, utility value, and importance value. One or more of them may resonate with the employee.

Interest value is about how intellectually compelling the task is. A manager can motivate an employee by helping them to connect the task in a way the employee finds interesting or compelling.

Identity value is about how important their skill or contribution is to the bigger picture. For example, if the employee prides themselves on being analytical, point out how their analytical expertise contributes to the team.

Utility value measures the cost of achieving and avoiding the task versus the larger benefits of achievement. Help the employee connect the task to the "bigger picture" or larger goal.

Sometimes this requires the employee to do something despite the fact that they find it unpleasant or don't want to do it. When using utility value, bring the attention to the payoff in the future despite short-term discomfort.

Importance value is how important a task is to the greater good. Identify ways to highlight how crucial the task is to achieve the team's or company's mission.

#2 EMPLOYEE LACKS CONFIDENCE

The employee lacks confidence and/or they don't believe they can accomplish the task. When we feel we can't do something, we don't try or we give it minimal effort. As their manager or supervisor, it's important that you help them to feel confident and empowered in their role. There are a few ways that you can do this, depending on the work style. You know your employees best, but you may have to try multiple of these to help your team member get to where they need to be.

solutions

- 1** If appropriate, share with them a time or circumstance when you struggled with your own confidence or belief in yourself, but were able to overcome your struggles in order to be successful.
- 2** Break the task into smaller more doable parts that help them to build their confidence and minimize any feelings of being overwhelmed.
- 3** Help them to recognize that this task may require more of a time commitment than they originally expected in order to be successful, and that's okay.

#3 EMPLOYEE STRUGGLES WITH ANXIETY

The employee lacks emotional regulation and is struggling with emotions, such as anxiety or anger that is robbing them of their motivation. This is a common workplace setback.

solutions

- 1** Let them know that you care and want to understand why they are struggling, but set clear boundaries for appropriate behavior when expressing emotions. For example, if someone is angry, let them know that feelings of anger can be appropriate, but only appropriate ways of expressing their anger will be tolerated.
- 2** Engage in active listening, do not express judgment, and ask questions if you need clarity about anything they said. Then summarize what they told you. If they don't agree with your summary of what they said, ask them to point out the differences between what they said and how you interpreted it. As you go through this exchange, reiterate that you want to understand what they are feeling and saying. For the most part, people just want to be heard and understood...it validates them.
- 3** If they continue to struggle with their emotions or cannot seem to effectively articulate them, schedule a time later in the day or the next day to meet again. This extra time can often be helpful to regain emotional regulation.

#4 EMPLOYEE DOESN'T HAVE ACCESS TO RESOURCES

The employee doesn't feel like they have the resources or appropriate control of the resources to ensure success of the task. If an employee feels doomed to fail because of circumstances, they aren't going to be motivated to put forth much effort.

Each of the four reasons for lack of motivation require leaders to meet the employee where they are rather than where they think they should be. When employees can connect what they are doing to something bigger than themselves, the level of motivation increases, but they also have to feel empowered to get the job done. Research indicates managers often have more power to influence than they realize, and when they use it constructively, it's a win win for everyone.

solution

1 Ask them what it is they need that they don't have. Is it tools, time, or additional help? Do they feel like they don't have authority or influence with others to get "buy-in" for the task? Ask them why they feel they need additional resources. Listen objectively and consider what they say. Is it possible they are right and if so, can the two of you negotiate a mutually agreeable solution?

SO, WHAT'S NEXT?

Listen, I know you've heard about endless ways to improve upon your management style. To be a leader, instead of a boss. To gain the trust of your team. But as an executive coach of over 16 years, I know that there's no better or more sustainable way to get your team back on track than the ways I've listed here.

I can't wait to hear about which of these ways are working for you! Make sure you connect with me on Facebook or sign-up for my email list for more goodies like this to your inbox. I'll be opening the doors to another course soon that will help take these strategies further. In the meantime, be sure to sign up for my email list to hear more about up and coming strategies.

Cheering you on always,
Monique



want my emails?