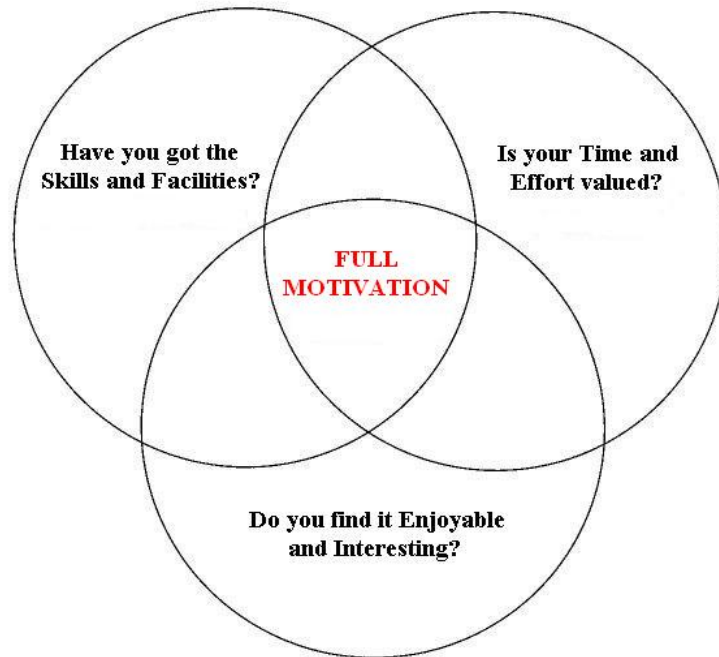


3 Circles of “Natural Motivation”.

To motivate an employee you need to make sure you satisfy their needs that lead them to feel content and happy to work at the highest level.

3 Circles of Motivation helps managers and employees easily identify the key areas that they need to fulfil, to fully motivate the individual.



Skills and Facilities:

Employees need the right skills and facilities in place for long-term motivation, therefore when they carryout their required activity, they can do so safe in the knowledge that their work environment will meet the required demands. The employees must have the correct competences in order to complete the tasks set.

Employees need the correct level of competence in the skills required to complete the tasks and they need a work environment that provides the appropriate facilities.

The appropriate facilities includes:

- The tools required to complete the task, whether that be spanners, computers or reference books etc.
- The correct work environment for example a workbench or desk of appropriate height, appropriate lighting, heating and the ability to concentrate on the task in hand and not be diverted by interruptions.
- An open culture, where employees who feel they do not have the correct skills can take learn from the knowledge base of other employees, thereby increasing their own skills and competency.

Time and Effort:

Employees need to feel that the job they are undertaking is worthwhile and is essential to the business.

- How many of us have produced the same monthly report in the same format every month, year after year? Is it really necessary? If we stopped producing it, or reduced the amount of data, or did it quarterly, how long would it be before any one noticed? There is nothing more demoralising than producing information that appears to disappear down a ‘black hole’
- If you receive regular monthly reports do you ever thank them for it or say ‘that’s great, this is what I do with it but if it makes your job easier I don’t need the information on page 2’ or ‘I really only need the data quarterly’.

The most limited and precious resource in any company is employees time use it wisely.

Which is best: to complete 10 tasks adequately or to complete 7 tasks very well? Employees will always feel more motivated if the need is to complete fewer tasks well, so if the business need is to complete more tasks adequately this needs to be carefully explained to your employees

Yes employees are paid for their time, but if they don’t feel that it is being use correctly they will not be motivated. Having the time to complete the job is essential and enabling your employees to apply all their efforts to the task, should ensure that it is completed to a high standard with pride.

Enjoyable and Interesting:

Employees need to enjoy and find the task interesting in order to gain passion for the job in hand. Increasing the passion an employee has for their job in hand will ensure that they reach their full motivational level. You must make sure that your employees are happy – by finding their job enjoyable and interesting.

Is it possible to make every job enjoyable and interesting? Of course it is!!
How many of your employees come to work to get the money to do interesting and enjoyable things after work and at weekends?
Have you ever asked your employees how the job could be made more enjoyable and interesting? If not, why not? After all they do the job, surely they know how it could be made more enjoyable and interesting.

Conclusion

In order to fully motivate someone to carry out a certain task you must make sure they are fully skilled/valued in these 3 areas. Failure to do so will mean that the person undergoing the task is lacking full “natural motivation”.