



## TenStep Supplemental Paper

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### Motivating People

Motivation is not only about inspiring, influencing, and encouraging others, but also about dealing with human beings. This makes it a sensitive issue.

The recipients of motivation could be anyone and can be broadly categorized into three groups:

- Individuals
- Teams
- The whole company

Motivation is an important tool for dealing with employees. It should not impose upon them, but aim to bring out their best. The levels of focus for motivation are different for the three groups.

- For an individual, encouragement should be given as a push to make the extra mile
- A team should be pulled together as a group with the common aim of achieving success
- A large-scale group needs motivation of a general kind

One of the hardest motivational challenges is dealing with an individual. To inspire employees, it is necessary to get to know them better. Building relationships with employees is a step in this direction. Managers can coach, counsel, transform or act as mentors while motivating employees.

Like individual situations, pulling a team together is a challenging activity. It involves bringing a synergy into the activities of the team. This requires:

- Team tasks/goals
- Good internal communication systems
- Growth-related facilities like new courses and workshops
- A good working environment
- Social interaction

There are no specific rules for motivating larger groups like a whole company. Generally, the input of one or more employees influences the motivation of the group as a whole. It could help to:

- Train
- Convey some information
- Initiate a cheerleading session