7 Common Employee Motivation Mistakes
Do you struggle with motivating your team? I think we have all had times where we just don’t know what to do anymore. It gets really difficult to motivate others when you yourself have lost your drive as well. Knowing what drives each of your team members is really going to be a key ingredient in providing that necessary motivation. This week we will cover some common motivation mistakes so that you can begin to see an increase in motivation and in turn, an increase in productivity.

Motivation mistake #1
Thinking that everyone responds just like you
I know this is difficult since we all hope our peers are just like us in order to make life easy. Sadly, that is not the case. Each one of your peers and team members responds in a different way to different situations. Taking the time to get to know them and what their motivating factors are will really help you in determining how they will respond under different pressure situations. We teach leaders exactly how to understand the natural motivations of people in our Management Workshop.

Motivation mistake #2
Thinking that money motivates everybody
I know you are sitting there thinking, "Who in the world is NOT motivated by money? Crazy!" I know it sounds farfetched but they are out there. It's your job to know who they are. Keep in mind that we all have different motivating needs. A big key is knowing which motivating need is actually number one. For example, some of your team members are probably motivated by praise while others would be mortified to be praised in public. It is very important to start to uncover that primary need and adjust your goals/rewards for them accordingly.

Motivation mistake #3
Thinking that some people can't be motivated
Think over mistake #2 which you just read. If you think that nothing you do seems to help a certain employee or group of employees, take a look at the goal
and reward system. Are you catering to just one primary need? Maybe you are just promoting financial goals. Evaluate the system and see what needs to change. Include some rewards which contain praise, possibly more responsibility, a small perk like a better parking space, etc. You might be surprised at what results you will start to see. A great way to figure out what your employees want is to ask!

**Motivation mistake #4**

**Thinking that motivation is a touchy feely term and doesn't work**

I know some of you are reading this thinking, "Yuck! Who wants to go to all the trouble of figuring out what each one of my employees needs?" If that's your train of thought, it might be time to think about a position other than management! In all seriousness, your main job as a leader is to motivate. That's what keeps the business going day after day. Your company wouldn't be in business too long if no one ever felt like doing anything. Let's be honest, we all have our days where we feel like that and that's ok. Those are going to come and go but we still have to meet those deadlines. If your team seems to be feeling drained and needs some new energy, think of doing something outside the box that you haven't done before. You might just realize all you and your team needed was something fun and different!

**Motivation mistake #5**

**Thinking that having a job should be enough motivation**

How many of you saw this post and sighed thinking how ridiculous it is to try and motivate people? Didn't you hire them to just do their job? They are getting paid for it after all. Take a look back at **Motivation Mistake #2**. Do you see how just expecting people to perform because they are getting paid actually boils down to
thinking they are motivated by money? More and more people out there really want to like their job rather than just collect a paycheck. Many people go to work to fulfill personal desires of achievement. Some go to work just to get away from their kids. Don't make the mistake of thinking they are going to do well just because you pay them. It may sound ridiculous, but making the workplace fun for your employees will change your team's dynamic entirely. Not only will they be productive, they will love coming to work! What a revelation! Maybe it's time to invest in that ping pong table...

You can even get a ping pong table that doubles as an elegant conference room table - pretty cool!
Motivation mistake #6
Thinking "I'm the boss and your job depends on satisfying me"

Whoa! There is a LOT of pressure in this statement! How many of you want your job to solely rely on pleasing someone else? For all you married folks, you can already see this going downhill. It is super difficult to satisfy someone else all the time. To start with, how do you even quantify the responsibilities? People need to know what the specific expectations are rather than ideas in someone else's head. This would be a different story if we were all mind readers but until that day arrives, it's best to have quantifiable goals and targets. Give your employees something specific to work towards with a reward that they find worthwhile and you will see a big increase in productivity!

Motivation mistake #7
Thinking that motivating others is not part of the job description

The job description may not have listed "motivation guru" but believe me, it is part of any leadership role. Your job is also to inspire your team. Inspiration and motivation are the driving forces towards productivity. Productivity is what you are measuring and evaluating in the job. Inspiration and motivation is the vehicle to get you there. You cannot have one without the other. Take time for a mental recharge so you can be at your best! The best way to do that is do something you love! You will feel refreshed and your team will see the difference as well. Maybe it's time for a fun team building day to appreciate each other's strengths. Remember, you can't fix people, but you can motivate them, so learn what really makes them tick instead!
5 Ways to add New Inspiration to Your Workplace

1. **Take a day off and do a fun team builder!**
   - Reward with food! Try bringing a treat just because!

2. **Have a tv to watch during lunch or breaks.**

3. **Add that ping pong table or xbox for slow times.**

4. **Try adding some music when you accomplish a goal!**
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