

Motivation Review - Overview

Does your success depend upon your team? Are you ready to inspire your team?

Motivation Reviews improve results and reduce HR costs primarily by improving retention and performance of staff. They help individuals, teams and organisations to achieve enormous benefits by understanding individual and team motivation profiles and tailoring rewards to those profiles. The results and return on investment can be immediate, as the review actions can take place in a matter of weeks.

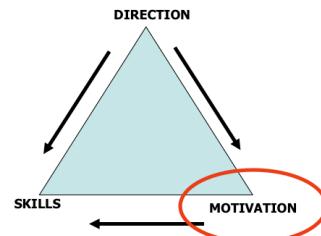
Businesses use Motivation Reviews to :-

- 1 *Increase profitability* through having the RIGHT people in the RIGHT roles to meet your goals and objectives.
- 2 Maximise employee motivation to *retain staff*.
- 3 *Boost team performance* for better customer service and sales.
- 4 Significantly *improve employee performance*.
- 5 Identify immediate motivational issues and *take action*.
- 6 *Reward staff effectively* through tailored, non-financial reward strategies.
- 7 Improve your managers' understanding of their teams.
- 8 Improve individual understanding of what motivates you and others in your team.
- 9 Improve communication at all levels.

Why is Motivation Important?

Direction (strategy, objectives) and skills are two elements of the performance equation. However THE most important aspect is Motivation - we can't make our staff WANT to do something.

Performance at Work



We all have a complex mixture of motivators within us, which ultimately determines how much we enjoy our work and how we perform at work. We can't choose our motivators. They are an instinctive, emotional reaction to situations, emerging from a combination of our self-concept, beliefs, expectations and personality.

What Motivates You?

The 9 Work Motivators

BUILDER		seeks money, material satisfactions, above average living
DIRECTOR		seeks power, influence, control of people/resources
EXPERT		seeks expertise, mastery, specialisation
FRIEND		seeks belonging, friendship, fulfilling relationships
DEFENDER		seeks security, predictability, stability
STAR		seeks recognition, respect, social esteem
SEARCHER		seeks meaning, making a difference, providing worthwhile things
CREATOR		seeks innovation, identification with new, expressing creative potential
SPIRIT		seeks freedom, independence, making own decisions

Most of us are not totally aware of these motivators, even for ourselves, so we are unlikely to work out exactly what is important to our staff, colleagues, bosses or our customers.

What is a Motivation Review?

A Motivation Review measures and analyses individual and team motivation profiles and helps you to get the best from each individual and team. The result of a motivation report contains clear descriptions of what an individual is looking for in their work, the way they like to be managed and rewarded and what will de-motivate them.

Specific areas of concern can be identified so that individual team members can then be mentored, focusing on those areas where the individual will be best motivated in their role, or perhaps another role.

How Can It Help Your Team?

In a team environment, understanding those differences can improve communications dramatically and immediately, as well as driving easier decision making, improved strategy, policy and planning – resulting in a more highly motivated and effective workforce.

Ultimately, this leads to improved performance, a better customer experience and potential for improving your results and rewards.

Team Motivation Review

	The Builder (W)	The Spirit (S)	The Searcher (S)	The Defender (R)	The Creator (S)	The Director (S)	The Expert (W)	The Star (R)	The Friend (R)	Personal Audit %	1	2	3
a	28 2	22	29 1	19	27 3	11	20	11 L	13	64	8	1	7
b	17	31 2	29 3	34 1	15	11	11 L	14	18	44	5	4	3
c	35 1	19	21 3	27 2	21	20	13	10 L	14	80	9	6	7
d	22	26 1	25 2	19	19	18	17	23 3	11 L	82	8	8	9
e	30 1	21	18	17	26 2	24 3	11 L	17	16	96	10	10	8
f	35 1	20	21 3	12	18	16	30 2	20	8 L	66	7	7	5
g	23	28 1	17	23 3	25 2	18	17	14 L	15	56	5	8	5
h	33 1	28 2	19	18	21 3	16	16	13 L	16	84	8	9	9
i	25 1	21 3	22 2	21	19	18	19	18	17 L	74	7	8	8
j	36 1	30 2	20	22 3	16	21	14	19	2 L	42	2	10	5
k	26 3	26 2	21	27 1	14	13 L	17	14	22	72	7	8	7
Total	310	272	242	239	221	186	185	173	152				
Rank	1	2	3	4	5	6	7	8	9	69.00%			

This is the result of one of our earliest team motivation reviews.

The results were astonishing, and really need to be talked through to be appreciated.

What Does A Typical Engagement Look Like?

This is very much tailored to each client's needs, however the typical steps are:-

- Leader to communicate objectives to team
- Team to complete online reports (15-20 mins each)
- Review meeting with overall leader, to provide individual feedback and the team analysis (half day)
- 1-1s with each of senior leadership team, to provide individual feedback (1 hour each)
- Review meeting / concall with overall leader following 1-1s
- Feedback workshop with senior leadership team (2 hours)
- Review meeting with each of the senior leadership team, to provide the team analysis and coaching to deliver 1-1s (half day)
- Feedback workshops with each team / or combining teams (2 hours each)
- Month 1 follow up strategy meeting

Many of our clients engage us for the longer term, to help them maximise the benefits from their investment:-

- Quarterly review meetings to maximise ROI through
 - resolving questions and issues
 - re-activating/renewing action plans
 - providing techniques to help with rewards, communication and change management.

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