



KEEPING YOUR APPRENTICE MOTIVATED



What is Employee Motivation?

What is employee motivation? Well, apart from the key to an organisation's success, it's also the level of commitment, drive, and energy that a company's workers bring to the role every day. Without it, companies experience reduced productivity, lower levels of output and it's likely that the company will fall short of reaching important goals too.

Why is Employee Motivation Important?

Imagine an employee whose work motivation is particularly low. They're probably working at a slower pace, avoiding tasks, and spending time on their phones. But most of all, they're unfocused and aren't putting any energy into their work. This isn't only wasting your resources but could have a knock-on effect to other employees, potentially holding back the entire company from producing work to the highest standard or meeting important targets.

On the other hand, a motivated employee is enthusiastic, driven and takes pride in their work. They accomplish tasks quickly, act and want to do a good job, both for themselves and for the company. Whether your company is at its best, or on its way up, staff motivation is very important. The moment it drops, revenue and output could soon follow.





How to Improve Employee Motivation in the Workplace

The first step to improving employee happiness is making sure your workforce is motivated. These are the top 10 things you can do to help your employees stay engaged at work:

- Lead with vision – everyone wants to know that their efforts are going towards something
- Make sure everyone understands the 'why' – if everyone understands how their own actions add to the overall goal, it will increase intrinsic motivation
- Set frequent and clear targets – Smaller goals are key to motivation
- Recognise and reward great work – this increases extrinsic motivation
- Give your team autonomy – increasing control over an individual's time and energy can increase motivation
- Create a welcoming environment – a friendly culture will help employees enjoy their work
- Offer benefits – offering employee benefits and perks will increase extrinsic motivation
- Encourage teamwork – collaboration between teams and develop ideas further
- Create a career path – we all want to know that we are going somewhere and focus on the next step
- Support employee wellbeing – addressing your teams' mental and physical health is a great way of keeping them happy

Questions to Consider

1. How are you encouraging your employee's intrinsic motivation?
2. How are you encouraging your employee's extrinsic motivation?

Additional Resources References

There are various external resources available, we suggest you take a look at this additional content which may support you.

[What's the difference between Intrinsic Motivation and Extrinsic Motivation? - YouTube \(2022\)](#)



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