



Motivation and Maintaining Morale

Maintaining morale can be easy when you know that everyone about you is happy, working hard and content with their jobs. This is when motivation is feeding upon itself and good moods abound. However, when morale is on the downward slide it is not always easy to spot. This is when the boss needs to be particularly observant. The evidence is in expressions and actions. Glum faces, gossip, speculation and lethargy. If some people's jobs have been made redundant, those that are left worry about their future; they slow down, they make bad decision, they infect each other with their uncertainty.

People look to their bosses, their directors and managers to give them leadership. When business is tough, the bosses need to be positive in what they say, how they conduct themselves and the attitude they portray. Their body language may give away their true mood even if positive things are being said. Big sighs, droopy shoulders, avoidance of eye contact are all signs of a boss feeling the pinch. Staff pick up on this and the downward spiral continues, more speculations, slower working, less profits.

Sometimes it is the things that don't happen that upset people.

The boss will often unwittingly add to the problem with inactivity. It is what they don't do! For example, not giving feedback when staff have worked hard on a project. Not trusting and delegating tasks, not paying salaries and expenses on time and failing to observe health and safety matters. Not listening, not hearing their views, not inviting comment

So a positive attitude and an understanding of motivation can make a big difference to a business. Good leadership: managing the team, establishing clear objectives, leading by example are all essentials to maintaining morale.

To find out more about leadership, delegation and other aspect of good morale management contact Janet@thetrainingmanager.com or ring her on 01763 245455