

## Great Ways To Motivate Your Team

Being a facilitator -- making it easier for your team members to do a better job -- will make you a more competent team leader. Following these tips will help you improve your effectiveness as a team leader:

- **Provide specific feedback** - Pinpointing behaviors, attitudes and/or skills that need improvement will help you coach a team member to perform at a higher level.
- **Create a mission statement** - Creating such a statement can help team members focus more clearly.
- **Be supportive** - Providing emotional support and encouragement can help a leader improve the work of team members who aren't performing at their best. Just being helpful may be enough.
- **Be a role model** - An effective leader spurs others to act appropriately by setting an example. For instance: Cooperating with people from other organizational units will encourage team members to do the same.
- **Foster teamwork** - Promote the attitude that working together effectively leads to success for everyone. Refer to those in the group as team members or teammates instead of subordinates or employees. Make frequent use of the words "we" and "us." For example: "We achieved the new sales goal."
- **Encourage team members to treat one another as customers** - Most people treat customers with more respect and concern than they do fellow employees. Encouraging team members to treat each other as customers fosters cooperative behavior and politeness.
- **Bring team members together for meetings, meals and occasional parties** - Schedule most get-togethers during regular office hours so you don't intrude on personal time.
- **Emphasize that yours is a winning team** - Frequently remind team members that their work is important. Help them identify tasks they're particularly good at and promote them as key members of the group. Build the commitment and confidence of each team member.
- **Emphasize group recognition** - Giving rewards for group accomplishments promotes team spirit by enabling team members to take pride in the entire team's contributions and progress.
- **Don't keep the best assignments for yourself** - Welcome all input. Team spirit increases when everyone contributes.

First Sun EAP has a dedicated Risk Management Team available to assist you with these issues. You can call any time for a free confidential consultation to discuss these or any workplace issues that affect the performance of your associates. Call toll free at **800-968-8143** or in Greater Columbia, **803-376-2668**.

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