

Team Motivation - Tips for Motivating Team

A group heading towards a common objective will perform best when it is motivated as a team. Team motivation is determined by how well the team members' needs and requirements are met by the team.

Some tips for effective team motivation are as follows:

- ✓ The team's objective should well align and synchronize with the team members needs and requirements.
- ✓ Give in written the team's mission and ensure that all understand it (as mission is a foundation based on which the team performs).
- ✓ For maintaining motivation, the team should be given challenges (which must be difficult but achievable) consistently.
- ✓ Giving a team responsibility accompanied by authority can also be a good motivator for the team to perform.
- ✓ The team should be provided with growth opportunities. The team's motivation level is high when the team members feel that they are being promoted, their skills and competencies are being enhanced, and they are learning new things consistently.
- ✓ Effective and true leaders can develop environment for the team to motivate itself. They provide spur for self- actualization behaviours of team members.
- ✓ Devote quality/productive time to your team. Have an optimistic and good relation with your team members. This will make you more acquainted with them and you can get knowledge of how well they are performing their job. Welcome their views and ideas as they may be fruitful and it will also boost their morale.
- ✓ Motivation is all about empowerment. The skills and competencies of the team members should be fully utilized. Empowering the team members makes them accountable for their own actions.
- ✓ Provide feedback to the team consistently. Become their mentor. Give the team recognition for good and outstanding performance. Give the team a constructive and not negative feedback.
- ✓ Discover and offset the factors which discourage team spirit such as too many conflicts, lethargy, team members' escape from responsibilities, lack of job satisfaction, etc.