

# THE BEACON for Business Success

For People Who Want to Boost Their Business Skills And Embrace Success



OCTOBER 2007: Are You Still Using the 3 P's to Motivate?

## How do YOU stack up as a motivator?

Are you one of those people who think that money is the number one motivator for employees to excel at what they do?

In this **new edition of The BEACON for Business Success** you're invited to take a 15 True or False Questionnaire and find out exactly how you stack up as a motivator. You might be surprised at the results.

When it comes to motivating others,  
learn how to ignite your passion.

Remember, it's not about what you have to control, it's more about what you can help your employees unleash about themselves!

Find out what every manager ought to know  
about what motivates your team players

Learn from an expert that one size fits all isn't what works when it comes to employee recognition and reward programs.

I hope that you enjoy this issue of The BEACON and as always, I welcome your comments. Just email [lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com) and let me know what it is that you do to motivate your employees and colleagues that helps them unleash their passion.

Have a wonderful autumn season and Happy Halloween!

Warmly,

Lois Galloway  
Your Business Coach

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## What's Motivating Your Team Players?

Let's face it; that 'one size fits all' employee reward and recognition program only achieves a fraction of the potential results that a truly individualized, well thought out program can deliver.

But in order to produce a **customized recognition program**, managers need to first understand the different factors that motivate employees' work performance.

Author Alexander Hiam, in *Motivational Management* identifies distinct work motives. Listed below are 5 of these motivators:

- 1. Affiliation**  
This is the general desire to feel part of the group. Employees with an affiliation work motive will appreciate opportunities to represent the group in public forums. They will also value group recognition and enjoy receiving caps, mugs, and t-shirts imprinted with the group or organizational logo.
- 2. Self-Expression**  
This is the urge to express yourself creatively through work. Employees who value self-expression should be given rein to define their own roles and find unique solution, whether in group situation or on their own.
- 3. Achievement**  
This is defined as the drive to achieve goals and pursue personal excellence through work. Achievement-oriented employees relish the opportunity to take on challenges, and then expect to be recognized for their successes.

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## 4. Career Growth

This is, to put it simply, the desire to 'get ahead'. Employees with an eye to career growth will embrace so-called 'stretch' assignments, the change to learn new skills, and exposure to mentors, managers, and others who can aid in their career development and credentialing opportunities.

## 5. Excitement

'Excitement' is shorthand for describing an employee with a real joie de vivre. These folks get bored easily, and as a result often move from job to job. They need variety, opportunities for new experiences and travel, and cross-training to stay engaged. In the workplace, they also like to be in the middle of the action, so no corner cubes for them, please.

It would be well worth your time and effort to pick up this book "Motivational Management" and read all 15 of these distinct work motives.

Through personal observation, one on one conversation and written assessments, a savvy manager should be able to ascertain individual employees' two or three dominant work motives.

**Take the first step towards creating an effective business team.** Learn about my "Mastering Teamwork System" that can put the foundation in place for a productive and collaborative team effort.

This system will help each member of the team get clear about the mission and goals of the business, about their individual roles and responsibilities, their unique work styles, motivators, skills and allow individuals to become aware of their natural strengths as well as their potential stumbling blocks.

### Please get in touch with me to find out more:

lois@discoveryyourselfcoaching.com  
Or give me a call at (905) 713-1352  
www.discoveryyourselfcoaching.com

## Quiz: How Well Do You Motivate Others

Much of the time business owners/managers feel that pay, praise and promotions may have some immediate effect on motivational levels in the workplace.

But these three "P's" pale in comparison to the more personal factors such as the top 5 researched by Rewick and Lawler.

1. Job challenge
2. Accomplishing something worthwhile
3. Learning new things
4. Developing skills and abilities
5. Autonomy

Why not take this Self-Quiz to see how you are stacking up in lighting and kindling the fire of enthusiasm in your employees.

### True or False

1. I am familiar with the personal lives of those who work with me, such as how many children they have or their special hobbies or musical taste.
2. I try to ask appropriate questions rather than give direct orders.
3. When making a request, I match the benefits of the task to the goals and values of the person I am asking.
4. I give specific and sincere praise for improvements in performance, letting people know that I have noticed and that I am celebrating their successes.
5. When I give criticism, I begin with honest appreciation for what is being done well and right. I follow that with an "and" rather than a "but" before delivering criticism.

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6. Put simply, I treat others the way I would like to be treated in similar situations.
  7. I enjoy setting goals that are reasonable and require stretching. Whenever possible, I work together with individuals to help them set goals for themselves and/or their teams.
  8. I respect the professionalism and expertise of those I supervise. I ask for their input in planning, and I give them autonomy and authority to complete projects.
  9. I share my own thinking and values around the goals and projects set and welcome input.
  10. Rather than worry too much about others' weaknesses, I focus on building their strengths.
  11. If the individuals I supervise are not motivated, I tend to first look to myself to find out what I need to change about attitude or my approach.
  12. I give both verbal and statistical feedback consistently, so that my direct-reports always know how they're doing.
  13. I am motivated, enthusiastic, transparent and energetic. I have good balance in my work/personal life, and I love what I do. In effect, I am modeling the traits I want to see in others.
  14. I am always on the lookout for challenging tasks for those I supervise and willing to help them get involved in a positive manner.
  15. Everyone I work with understands what the company's mission and vision mean to them as individuals and as a team.
- If your false answers outnumber your true answers, you may want to sharpen these skills.

**Motivating others isn't always an easy task.** It doesn't really come from you, it comes from within your employees, and it may be easier and more fun than you think. It's not about what you have to control, but about what you can help unleash!

If you'd like to work on motivation, or any other leadership issue, don't hesitate to get in touch with me and find out about my **"Boost Leadership Skills System"**.

My system will help you ignite your passion as a leader, keep your team aligned with your mission and increase overall productivity and effectiveness and increase your sales and profits.

**Please get in touch with me to find out more:**

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## What I Have Learned...

I have learned that one of the best ways to help people is to create an environment in which they can help themselves.

## Quote

"People often say that motivation doesn't last. Well, neither does bathing - that's why we recommend it daily."  
- Zig Ziglar

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Contact Lois for a **FREE 30 minute discovery session** either by phone or in person.

Lois Galloway  
Business & Personal Development Coach

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Lois Galloway is a member of International Coaching Federation, Coaches Canada and International Association of Coaches; trained by Coach University, Facilitation First and Relationship Coaching Institute, all well respected training facilities.



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Lois provides her clients with a nurturing, non-judgmental space to engage in stimulating conversations and explore exciting possibilities that get positive results.

Her 30 years experience as a successful entrepreneur helps guide individuals on their journey toward personal and business related goals.

#### **Personal Coaching:**

- Women in their turbulent (sometimes troublesome) 40's and 50's
- Middle-age men wanting to reshape and transform their lives

#### **Business Coaching:**

- Business owners who can't find enough hours in the day to get things done
- Leaders who are paralyzed by fear of failure
- Team players who are frustrated with dysfunction and conflicts

#### **Facilitation:**

- Focus Groups looking for clarity and solutions
- Business teams, meetings
- Workshops and teleclasses
- Lois is a Certified PRINT Survey Assessment provider/coach.

Lois' fees are available upon request. For fee structure and additional information, please send an email to: [lois@discoveryyourselfcoaching.com](mailto:lois@discoveryyourselfcoaching.com)

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