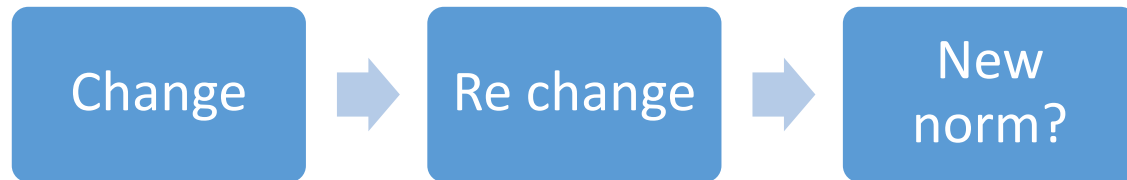


Motivating Teams

Presented by:

Simon Tedstone

Why is this important now?

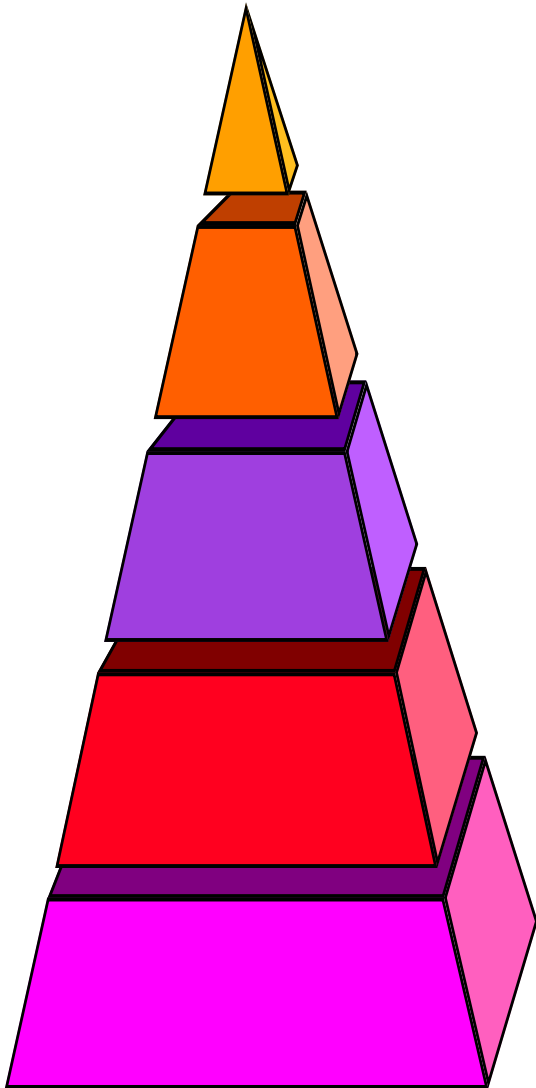


Emotional state

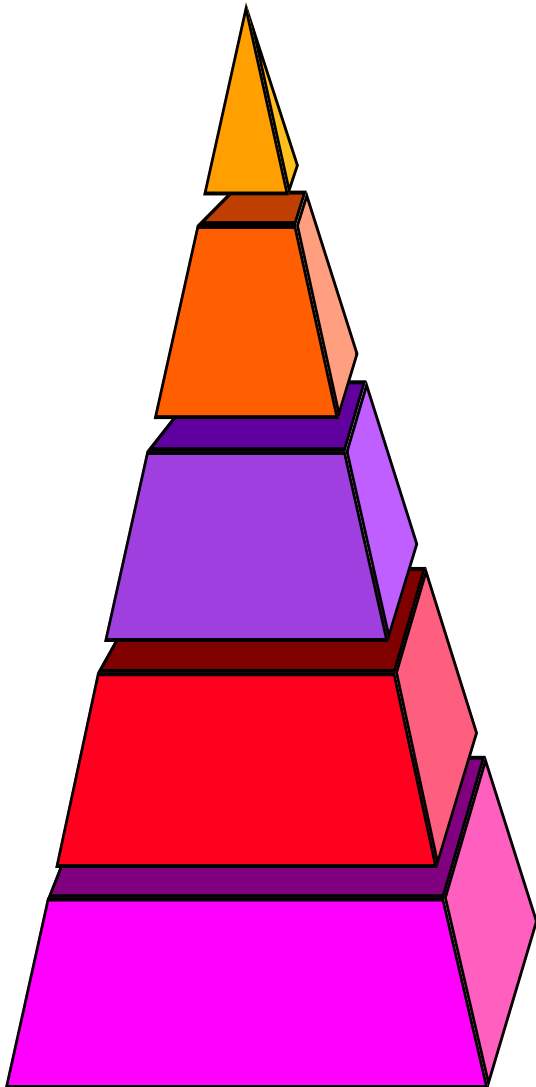
- Adrenalin up, adrenalin down
- Certainty, uncertainty (where too now?)
- Insecure, anxious?
- Excited , energised?

The perfect storm for poor motivation





- | | |
|----------------------------|--------------------------------------------|
| 5. Self realisation | Achievement, Development, Progress |
| 4. Esteem | Responsibility, Recognition, Praise |
| 3. Social | Work relationships, Supportive Supervision |
| 2. Safety | Job & Role Security, |
| 1. Physiological | Pay, Working Conditions, Rest |



5. Self realisation Achievement, Development, Progress

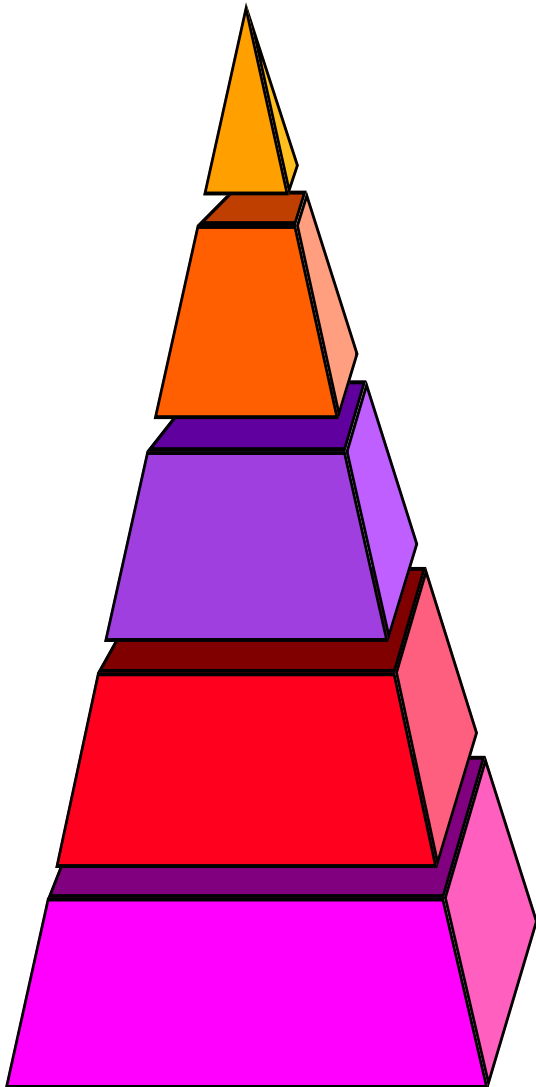
4. Esteem Responsibility, Recognition, Praise

3. Social Work relationships, Supportive Supervision

2. Safety Job & Role Security,

1. Physiological Pay, Working Conditions, Rest

Hygiene Factors



5. Self realisation	Achievement, Development, Progress	Motivators
4. Esteem	Responsibility, Recognition, Praise	
3. Social	Work Relationships, Supportive Supervision	Hygiene Factors
2. Safety	Job & Role Security,	
1. Physiological	Pay, Working Conditions, Rest	

Need for Achievement

Concerns are for:

- Need to excel or do well at a task
- Set clear goals and targets and delight in their achievement
- Like to tick achievements off
- Exceeding targets

Need for Affiliation

Concerns are for:

- Being part of a group or team
- Being liked & accepted
- Maintaining positive relationships
- Minimising conflict

Need for Influence

Concerns are for:

- Having influence over others
- Position and power
- Having control of a situation
- Acquiring a reputations or position
- Arousing strong emotions in others

McClelland's motivational preferences

Need for Achievement

- Set the task and let them get on with it
- Help them improve their performance
- Set clear goals and targets
- Meetings are to the point
- Like to tick achievements off
- Outperforming others

Need for Affiliation

- Make them feel part of a team
- Get to know them on a personal basis
- Show them you value your relationship with them
- Make sure they feel part of the team and are valued
- Minimise conflict
- Ask them about their lives outside of work

Need for Influence

- Ask for their opinion regularly
- Acknowledge their contribution to the organisation
- Let them develop the solution and action plan
- Show you consider them to be important
- Give them opportunity to take the limelight

Motivation teams

5. Self realisation	Achievement, Development, Progress	Motivators
4. Esteem	Responsibility, Recognition, Praise	
3. Social	Relationships, Supportive Supervision	Hygiene Factors
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Motivation individuals

Understand your own needs and appeal to the needs of others:

- ***Need for Achievement***
- ***Need for Affiliation***
- ***Need for Influence***



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