

Do you have a good handle on what is motivating for your staff?

REWARD & RECOGNITION COUNT!

- Do you place too much reliance on pay and working conditions rather than recognition and achievement and providing more challenging work?
- Have you asked your team what would be something you could do to motivate them for 2021?
- Do you have a reward and recognition program for 2021?

Do you allow your team to work autonomously?

BUSY ISN'T ALWAYS BEST

- Are you wary of being a micromanager? Do you find it difficult giving someone a task and then letting them go?
- Are you catching up with your team every day just to make sure that everyone is doing something?
- Does everyone have a clear set of responsibilities so you can measure their output, rather than just how busy they are?

Do you have a remote working plan in place?

WORKING FROM HOME?

- What will be your Working from Home policy for 2021
- Will you allow your employees a choice to work from home and/or in the office? Will you have set days that everyone must be in the office?
- Do you have a formal written policy that everyone can understand and follow?

Do you have a career growth plan or professional development plan for your staff?

CAREER GROWTH IS A TEAM BUILDER

- How are you supporting the advancement of your staff?
- How will you be investing in educating your team in 2021?
- Are you actively encouraging participation in (remote or otherwise) events that your team members are interested in?
- Would you consider an initiative like Atlassian's 'Hacker day' where people can work on anything they like for one day a month?

Does your organisation have a purpose statement that guides your vision

WHAT'S YOUR VISION?

- Do you know why your organisation exists and why anyone should care?
- Has your purpose been a challenge in 2020 just to get through the year? Is it time for a refresh for 2021?
- How do you attract people that are looking for organisations that have a strong purpose outside of making good products/services making a profit?
- Are you involved in mentoring other businesses through council or other programs? Would you consider sponsoring a community organisation such as a junior footy or cricket club?
- Do your staff have 'volunteer days' where they can volunteer for their chosen charity organisation?

TEAM MOTIVATION OFF



Tick as each Team Motivation activity has been completed.

1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>
4	<input type="checkbox"/>	5	<input type="checkbox"/>		

There are 5 Motivation questions. How did you go?

Score 0-2: Don't worry – everyone needs to start somewhere. We suggest you start with a conversation with your team, individually and in a group. Ask them 'what would motivate you more to keep working for our organisation?' You will get some great ideas – and some that you will not have seen coming!

Score 3-5: Terrific. You are on your way to having a motivated and productive team. Keep monitoring what is working and what is not. Nothing stays the same forever. Keep trying new things to keep the motivation levels high and the productivity outstanding.