

Employee Motivation

What's the secret to employee motivation?

Employees motivated to do exceptional work are primarily driven by two main factors: respect and admiration for a mentor or other team members; and self motivation. To accelerate employee productivity, an organization's leadership should strive to cultivate both of these key motivational drivers. A productivity performance appraisal program that focuses on the development of self motivation within individual employees will also be very helpful. "Quality means doing it right when no one is looking."

A quote from Henry Ford, (July 30, 1863 – April 7, 1947).

When an employee has a burning desire to succeed within, it doesn't matter if their management and co-workers are mentors, motivators, or roadblocks; they will find a way to do great work. Leaders who know how to cultivate employee motivation take it upon themselves to create an environment where this self motivation will be supported, developed, and expanded. The foundation for understanding Self Motivation can be traced back to David Hume (1711 – 1776), one of the founding fathers of cognitive psychology and the author of "Treatise of Human Nature." Hume identified the two kinds of thoughts that fill our minds: Impressions and Ideas. Impressions, he explained, were the basic elements of human life, and due to their strong and vivid character, have the greatest ability to produce a resulting action. One of the most effective ways of creating these motivating Impressions is through the use of Productivity Messaging. Productivity Messaging is a technique for offering positive, inspiring messages to develop motivating Impressions. Productivity messaging through dynamic quotes develops Impressions through continued exposure to the higher principles that become self motivation. These impressions have a proven ability to form right habits, improve productivity, and instill excellence. "Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit."

This quote by Aristotle (384 BC – 322 BC) is the at the heart of Productivity Messaging techniques for improving productivity and employee motivation.

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