



MAFES Dawg Tracks

May 25, 2015



*Safety Tips:
Tips to Help Employees
for Self-Motivation*

We think that as adults, working for a living to support our families, that having a job with steady working hours would be enough motivation for working individuals. This is partly true, but in many cases this doesn't happen for various reasons. The leader of a department, company or other entity can furnish motivation to a degree, but the employee must "do his part."

I heard a discussion between a coach and a "Saturday Morning Quarterback" who was a bit critical of the coach's team not being motivated or "pumped up" for a crucial game. The coach made the statement that these kids are playing in a premier league and that alone should be motivation enough. I spent many years managing apparel factories and companies where the employees were working for family support, but that wasn't sufficient. We, as managers, had to furnish support to keep the employees motivated for their earnings, as well as keeping the companies cost efficient and maintaining production schedules. The same is true with the athletic team. You have to keep them motivated and "pumped" to maintain winning games.

Following are some tips or traits that we, as employees should practice, to keep ourselves motivated as loyal employees to our university:

- ✓ **CLEAR EXPECTATIONS** – We should be sure that all employees are clear as to what is expected of them. This can be accomplished by thorough instructions when work projects are assigned by the leadership. We can further this by having an atmosphere where an employee feels at ease to ask questions and doesn't feel intimidated.
- ✓ **MEANING** – All jobs or tasks aren't the same. A no non-sense job can be depressing to an employee, especially if he or she feels that this is a "piddling" project. Sometimes these are necessary to complete the job. If we can spread these around, when possible, it can help to keep the morale up, as well as finishing the menial task.
- ✓ **LAISSEZ-FAIRE** – Stay quiet. Listen to the opinion of others. My Mother used to tell us kids to "Shut up and listen, an empty can makes more racket". You really can learn more about a work situation by listening to the employees as they are working "hands on." They know the "ins and outs" of the job and all the positives and negatives.
- ✓ **PRAISE** – Compliment the folks when they do good. This not only pertains to management, but also from one employee to another, when they have a positive accomplishment. The American Management Association several years back published a survey of 5,000 employees in various industries of the 10 items they valued most in their companies. Surprisingly, salaries or money wasn't No.1. The No.1 item that the survey revealed was that they felt being informed of company status and progress was most important. The No. 2 through No. 4 items were all related to wanting to feel a part of the company, and not only a working employee - but to feel that they were an integral part of the organization and not just a "puppet" in the chain.
- ✓ **INCLUSION** – An extension of the above statement – ask employees involved in the particular decision their opinion and ideas of a solution. You might be surprised at the answers you receive, some you might can use, others maybe not, but at least it gives you alternatives to consider.
- ✓ **FEEDBACK** – Encourage their input on projects, such as safety precautions and possible improvement on work related projects. When feasible, use their suggestions and compliment their input.
- ✓ **RESPECT** – Respect the employees. Consider their prospective, remembering that early on we were working in their capacities or similar ones. Respect them as you would want to be respected – a mutual admiration society.
- ✓ **RECOGNITION** – Recognize accomplishments. We all like to know when we have made positive impact in our jobs. Compliments for job accomplishments will gain worlds of loyalty from employees. It carries over from one employee to another – employees compliment their peers for job accomplishments.
- ✓ **OPPORTUNITY** – Provide opportunities for employees to learn more skills and encourage them to further their education in order to qualify for better job opportunities. When necessary and feasible, assist them in making the arrangements to further their education.
- ✓ **ENCOURAGEMENT** – Encourage employees to do their best and reach for personal goals. Some employees have the "hudspa" to reach personal goals, others need a little coaxing and coaching to get there.

TEAM ISN'T SPELLED WITH AN "I"
IT TAKES A TEAM
TO BE SUCCESSFUL
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TEAM WORK AND TEAM SAFETY
BOTH MAKE FOR GOOD BUSINESS

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Excerpts: <http://www.safetyxchange.org/newsletter>
1/30/2015*