



Are you good at motivating others?

Take this self-quiz, entering a cross in either the True or False column, to see how you're doing in lighting and kindling the fire of enthusiasm in your employees.

		True	False
1	I know things about 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 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, so as to let people know that I have noticed		
5	When I give criticism, I begin with honest appreciation for what is being done well and right		
6	Put simply, I treat others the way I would like to be treated		
7	Whenever possible, I work with individuals to set goals together		
8	I ask for my staff's 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		
10	Rather than worry too much about others' weaknesses, I focus on building their strengths		
11	If those I supervise are not motivated, I look first to myself and what I need to change about myself or my approach		
12	I give constant feedback, both verbal and statistical, so that my direct-reports always know how they're doing		
13	I am personally motivated, enthusiastic, transparent and energetic		
14	I am always on the lookout for challenging tasks for those I supervise		
15	Everyone I work with understands what the company's mission and vision mean to them as individuals		

If you answered False more often than True, you might want to consider giving the topic more attention. Pay, praise and promotions do have some effect on motivation levels in the workplace but these three P's pale in comparison to more personal factors, such as job content and role purpose, making use of existing and developing new skills and abilities, and autonomy at work.

My view is that motivating others isn't about you, it's not about what you control, but rather about what you unleash in others, what talent you reveal and what ability you allow to shine.

If you'd like to discuss your motivation self-quiz or how you motivate your team members, by all means email me at alexandra@coachingforinspiration.com or call (07713) 509 335.