

When you are facing some issues with the performances of your employees in the workplace, what will you do? How do you unlock the discretionary performances from each of your employees? What can you do if your employees are not performing up to the standards? How will you help them to regain the focus and get that inspiration to improve the performance in their workplace?

It is difficult when you are a team leader or a manager where you need to motivate your team to push towards results and it is not simple to get the best output out from them. It is not every day that employees are completely at their best. Sometimes, they lose their focus, and are not inspired to perform efficiently which results in the decrease in their work productivity levels. Majority of people think that being a business leader is an enjoyable job, but only those who have attained this position know how hard they need to work to polish each employee's morale.

Businesses need managers that can get the employees to go beyond their listed tasks in the job description and contribute to the company in a way that forms a belonging. These days, however, people are less committed to work, and more to money. Even if you apply all the traditional and conventional performance management techniques, some employees just won't show a positive response.

Even when you are trying hard to help an employee regain their lost spark or encourage an all-star rating, the traditional approach is not always the best. Of course, if nothing else is working, you can try the conventional approaches, but as long as you want some extraordinary output from your employees, think out of the box.

Now, what can the traditional methods contain?

- Leveraging of the disciplinary action to instill fear and complexity when they are not able to reach the rewards.
- Throw empty praises or give a serious lecture that encourages them
- Provide the best kind of criticism which is known as constructive criticism.
- Give them emotional and moral support saying you stand by them during their tough times.

Thus, these can be some of the traditional ways to get the inspiration for making your employees increase their productivity. But there are a lot of things at stake here. For starters, this might be great for temporary bounce backs and performances. Albeit, the employee may get triggered again and spiral to the 'slump' phase where he doesn't know how to come out of it.

It has been proven by many experiments that 9 out of 10 cases happen this way: the boss follows a traditional approach to inspire the employees and they work for a while. Then, the motivation 'wears off' and they are back to square one again.

Even the steps in the right direction where a manager asks the employee how he can be of help or ask general visitors like "What is stopping them in life" etc are asked to make them inculcate the self-motivation concept. This is unfortunately not enough as they still miss the most significant part of the employee performance which is the driving force: inspiration.

### **How does inspiration happen?**

You can understand that you are inspired when a leader knows the prime reason or the prime force to drive an employee to work harder and better. A leader will know what can make an employee productive. For some, money is the only motivator. For others, non-financial motivators work well.

How to inspire your team of employees?

When you are a leader and you have understood what can make your employees work, you can understand that everything else is secondary.

However, it is not same for all the employees because everyone has different priorities in their professional lives. Thus, there is no one-size fits all approach here. Every strategy is custom-made which is determined by the manager's emotional intelligence (EIQ). Many managers, without understanding this, make the mistake of applying the same methods to all employees in order to motivate them, but end up getting lesser results than were expected.

For starters, they offer monetary rewards that will encourage the employees. Who doesn't want to earn some extra bucks? Also, to that, they may add flexible timings, awards, free food and other motivational items.

How does a Leader do it differently?

A leader will gain OEM knowledge and understanding of the working of the employee. They will ask a lot of questions regarding the present work and listen to what they have to say.

They have unique drivers and they need to keep their tactics in the workplace.

Hence, starting some behavioral assessments can help to increase individual productivity by allowing the managers to understand each employee separately. Once the behavioral assessments are taken, then you will get an idea about their priorities and how to motivate

them. According to those results, you can use the right tactics to improve the performance of your employees, make them work harder, and ensure that the productivity level is maintained.