

Your Employee Motivation Cheatsheet

A Practical Guide

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Use this cheatsheet as a starting point to implement effective solutions into your workplace.

Motivational Issue	Recognised	Solution	Implemented
Employees feel that their efforts are not being recognised or appreciated.	<input checked="" type="checkbox"/>	Implement an effective employee recognition programme such as a company intranet.	<input type="checkbox"/>
Lack of career development and opportunities.	<input checked="" type="checkbox"/>	Set frequent and clear targets for your employees.	<input checked="" type="checkbox"/>
Strong leadership is lacking or negatively affecting the outlook of the team.	<input checked="" type="checkbox"/>	Implement employee satisfaction surveys to gauge how your employees are feeling.	<input type="checkbox"/>
Conflict in the workplace and employees feeling worried to come forward.	<input type="checkbox"/>	Set up an anonymous employee survey to help reveal any problem areas.	<input checked="" type="checkbox"/>
Employees are struggling to find their work/life balance.	<input checked="" type="checkbox"/>	Offer flexible working times across the business.	<input type="checkbox"/>
Lack of productivity and morale in the	<input type="checkbox"/>	Offer some impressive employee benefits	<input type="checkbox"/>

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Rebecca Brown
Was recognised by Alex Booth for outstanding work

Pulse Surveys

Overall 6 unanswered

How well do you think the Leadership Team Communicate our vision and strategy to you? ★★☆☆☆

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What is Employee Motivation?

First things first, let's take a look at the definition:

Employee motivation is defined as the enthusiasm, energy level, commitment and amount of creativity that an employee brings to their organisation on a daily basis.

Ultimately, maintaining and improving motivation in the workplace can be a problem for many companies, as not every task will be interesting. Therefore businesses must find ways to keep their employees [engaged](#).

Types of Employee Motivation

There are actually two types of motivation, intrinsic and extrinsic.

Haven't heard of these before?

Let's take a look at the difference between them:

Intrinsic motivation

Intrinsic motivation means that an individual is motivated from within. Essentially, the employee has the desire to perform well in the workplace because the results are in line with their belief system.

An individual's deep-rooted beliefs are usually the strongest motivational factors. Research has shown that praise increases intrinsic motivation, and so does positive [employee feedback](#). With Oak, you can create and launch a [poll or survey](#) within minutes! It's easy to make and enter and is perfect for boosting engagement and capturing the mood of your employees.

But it's important to remember that it should all be done in moderation. If you overdo any of these, there are high chances that your employees will lose motivation.

So if you are a manager, supervisor or in a leadership role, please be intentional with your feedback or praise. Make sure it is empowering and your employees understand your expectations.

Extrinsic motivation

Extrinsic motivation means an individual's motivation is stimulated by external factors - [rewards and recognition](#).

Some people may never be motivated internally and only external motivation would work with them to get the tasks done.

Research says extrinsic rewards can sometimes promote the willingness of a person to learn new skills.

Rewards like bonuses or perks can motivate people or provide tangible feedback.

But you need to be careful with extrinsic rewards too! Too much of anything can be harmful and as a manager or a supervisor, you need to be clear to what extent you are going to motivate your employees to accomplish organisational goals.

Why Motivating Your Employees is so Important

Imagine this...

You have an employee working at your organisation whose motivation is particularly low. They're probably working at a slower pace than everyone else, avoiding tasks and possibly spending more time on their phone.

This isn't only wasting your company's resources, but it could have a knock-on effect on other employees in your team. This could potentially hold back the entire company from producing work to its full potential.

On the other hand, a motivated employee is enthusiastic, driven and wants the company to succeed.

They tend to finish tasks quickly, take action and want to do a good job.

Whether your company is at its best or you're in the middle of improving internal comms, employee motivation is extremely important.

The moment your employee motivation drops, revenue and output could soon follow.

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Lack of productivity and morale in the workplace.		Offer some impressive employee benefits to make them feel appreciated.	

About Oak Engage

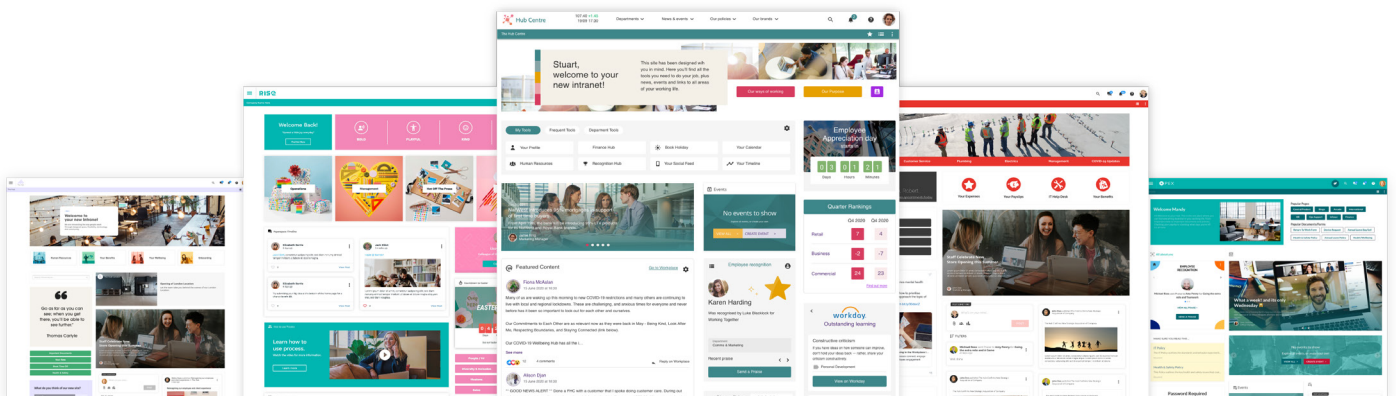
Oak Engage is the all-in-one intranet software for the workforce of today. We are cloud based, designed to keep your teams engaged, connected and productive, no matter where they are.

Our team of experts draw upon years of experience within the internal communications and intranet software industries to help customers overcome engagement obstacles and achieve their business goals.

We believe that for any successful business maintaining employee communication and business connectivity is key. This is why our platform gives your people the tools to do so. With Oak, your people can stay connected and engaged at any time, from anywhere, on any device.

As a leading intranet provider, we work with some of the most successful businesses from around the world to help them increase engagement, improve collaboration and transform internal communications.

If you'd like to find out more about us, or how we can help you improve your people engagement, please [get in touch](#).



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