



*Motivating the Team Without  
Money Teleconference*

*Presented by*

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*"Motivation is the art of getting people to do what you want them to do because they want to do it."*

*— Dwight Eisenhower*

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# Motivating the Team Without Money

Think about leaders you have known. What did they do that you found motivating? What did they do that was not motivating?

Characteristics of great motivators?	Characteristics of de-motivators
1.	1.
2.	2.
3.	3.

Is it possible to motivate someone else?    \_\_\_yes    \_\_\_no

***What is the difference between motivation and manipulation?***

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***Four things we know about money as a motivator:***

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|----|----|
| 1. | 3. |
| 2. | 4. |

## Definition of Recognition:

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### What is *not* recognition?

1. Perks
2. Bonuses
3. Incentives, plaques and awards

### Why don't people give more praise and recognition?

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|----|----|
| 1. | 3. |
| 2. | 4. |



# Motivation Factors

<b><i>What Motivates Me?</i></b>	<b><i>My Employees?</i></b>	
_____	<b><i>Interesting Work</i></b>	_____
_____	<b><i>Appreciation/Recognition</i></b>	_____
_____	<b><i>Feeling of Being In on Things</i></b>	_____
_____	<b><i>Job Security</i></b>	_____
_____	<b><i>Money</i></b>	_____
_____	<b><i>Promotion/Growth in Company</i></b>	_____
_____	<b><i>Good Working Conditions</i></b>	_____
_____	<b><i>Supervisor/Manager is Loyal to Employee</i></b>	_____
_____	<b><i>Tactful Coaching and Discipline</i></b>	_____
_____	<b><i>Sympathetic Help with Problems</i></b>	_____
_____	<b><i>Having a Balanced Life</i></b>	_____
_____	<b><i>Increased Responsibilities</i></b>	_____
_____	<b><i>Striving for a Goal</i></b>	_____
_____	<b><i>Learning Something New</i></b>	_____
_____	<b><i>Creating or Building Something New</i></b>	_____
_____	<b><i>Supervisor/Manager Genuinely Cares About My Success</i></b>	_____

# Factors Employees Find Motivating

## *Results of 1997 NOVA Group Study*

Employees' Rank	Motivation Factor	Employers' Rank
1	Interesting Work	5
2	Appreciation/Recognition	8
3	Feeling of Being In on Things	10
4	Job Security	2
5	Money	1
6	Promotion/Growth in Company	3
7	Good Working Conditions	4
8	Sup./Mgr. Loyal to Employee	6
9	Tactful Coaching and Discipline	7
10	Sympathetic Help with Problems	9

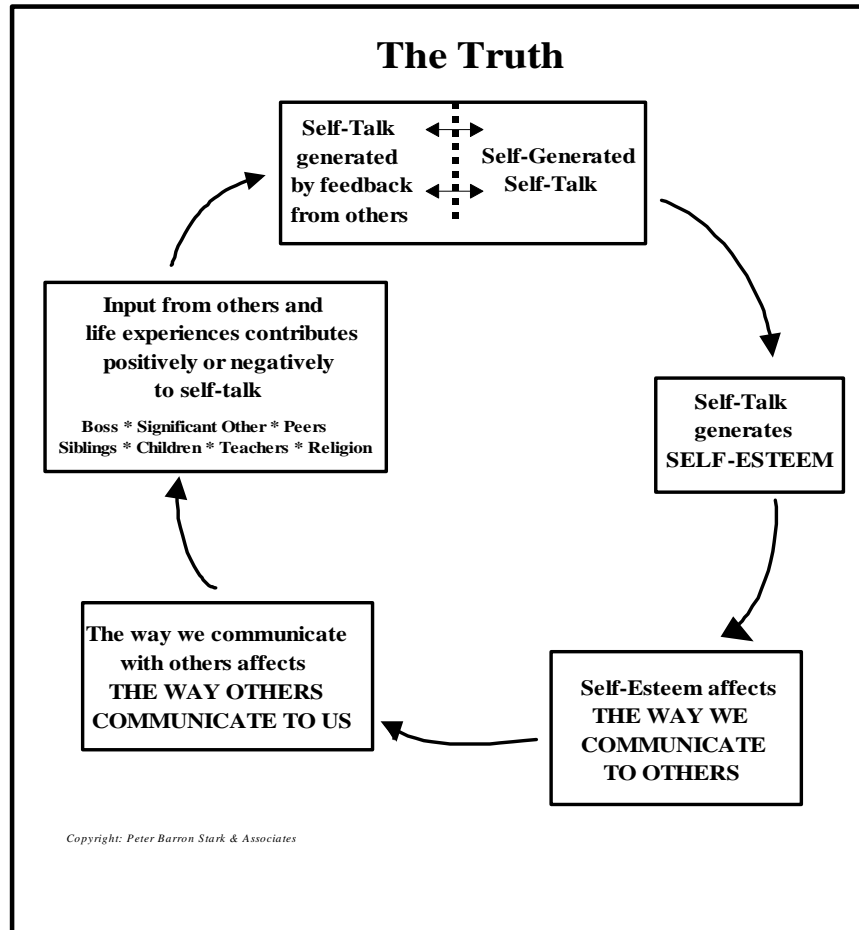
## *Results of 1999 Hay Group Study*

Employees' Rank	Retention Factors
1	Career Growth, Learning & Development
2	Exciting Work & Challenge
3	Meaningful Work, Making a Contribution
4	Great People to Work With
5	Feeling a Part of a Team
6	Good Boss
7	Recognition for Work Well Done
8	Autonomy...Sense of Control Over Work
9	Flexible Work Hours & Dress Code
10	Fair Pay & Benefits

## Seven Great Ideas for Motivating Yourself

1. Build your self-esteem

### The Cycle of Self-Esteem



2. Develop a PMA
3. Empower yourself
4. Set goals
5. Take action every day
6. Associate with high achievers
7. Recognize others

## **Five Tips to Create an Environment Where Others Find it Easier to be Motivated**

- 1.
- 2.
- 3.
- 4.
- 5.

## **Ten Great Ideas – The Best of the Best**

1. Let people know they are really wanted
2. Greet or acknowledge people each day
3. Ask people for their opinion – and then use it
4. Ask people about their workload – is there any support they need from you
5. Be responsive – get back to their requests promptly
6. Increase more responsibility – everyone needs to grow
7. Recognize employees special days
8. Letter, note, email, voice mail saying, “Great job!”
9. Public recognition – meeting; certificate or plaque (be specific)
10. Recognition from boss's boss