

## **HOW TO MOTIVATE AND INSPIRE YOUR TEAM**

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*“There are so many people out there who will tell you that you cannot.  
What you've got to do is turn around and say WATCH ME”*

Motivation means to trigger that point of the person that inspires him to work at his optimum level. Motivating people is not easy. In every field and business the motivation tool and nature is different. Tools also vary from job to job or person to person. As soon as the person learns what gets him going, he then starts implementing his experience on others.

The best leaders don't motivate their people. The best leaders excel at learning how to keep their people away from becoming de-motivated. For every individual the real de-motivator is not actually the problem but the working environment. Motivation comes when there is a chance of free speech and freedom, there is freedom of using the authority with the responsibility given and friendly encouraging environment.

### **TO MOTIVATE YOUR EMPLOYEE, MAKE SURE HE IS SATISFIED**

It is a simple and clear formula for every success that if the employee is satisfied with the working environment, his accomplishments and stipends, he ultimately brings rewards for the organization. The responsibility of the organization is to lay a clear set of objectives and lucid mission statement and leave it on the employees to set their own set of goals because then they know what they have to do and what they are capable of doing. This authority is itself a motivation for them because they are accountable for their own acts. And then they would be satisfied with the rewards they get because they would know what they had planned and what they have accomplished. If the employee's basic needs are met, and the working environment is conducive to promoting health and wellness then you will probably see a satisfied motivated work force along with optimum level of production. The idea is to set challenging goals and objectives with the input of both the employee and the employer

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## CATEGORIES

Motivation is commonly of two types;

- Intrinsic motivation
- Extrinsic motivation

Intrinsic motivation comes from within you. You are hungry, you eat. Whatever you truly want to do is intrinsic. The motivation comes from the pleasure one gets from the task itself or from the sense of satisfaction in completing or even working on a task. For instance, people who work for social cause or who run NGO's are intrinsically motivated. They are not getting any money out of it but they are doing because they feel complete and rewarded in making other people feel secure and complete.

Intrinsic motivation does not mean, however, that a person will not seek rewards. It just means that such external rewards are not enough to keep a person motivated.

Extrinsic motivation comes from something outside of you. An extrinsic motivated person will work on the smallest of the task for the materialistic reward. The reward can range from a smile, a pat on the shoulder or a fortune. For instance, no matter how much the teacher or the parent want a kid to study, he will not unless you motivate him by keep chocolate in front of him, encourage him by presents or promising him to go out on a trip, the rewards seem valuable and you go along.

Extrinsic motivation does not mean, however, that a person will not get any pleasure from working on or completing a task. It just means that the pleasure they anticipate from some external reward will continue to be a motivator even when the task to be done holds little or no interest.

## PEOPLE ARE MOTIVATED WHEN

- Treated with respect
- Trust in their ability to have decision power
- Trust their verdict
- Told exactly when they have done the right thing
- There is a clear and crystal clear communication of goals and objectives
- Believe, that there decision is taken fairly and will be considered.
- People taking care of the problem are given complete responsibility and command over it so they are satisfied with the outcome.

- There is a chance of learning new things
- Feel pride that they are a part of a big accomplishment and the reward is waiting for them
- Their presence is valued

### **EXTRINSIC vs. INTRINSIC**

Most of the people in the corporate sector are motivated extrinsically and this has become a common practice, intrinsic rewards are no longer an attraction. Throughout the 19<sup>th</sup> and 20<sup>th</sup> century this has been the structure between the employee and employer relationship. This is the reason that employee turnover is increasing drastically with time because employees switch to the place where they are getting more salary without considering that although they will be getting more money, they may not get the warmth and comfortability that they have sacrificed over money.

When a manager wants the employee to perform his task better or on time he either offers him more options, money and benefits or simply by taking advantage of job insecurity to get him working through stricter schedule and less benefits.

Managers must understand that intrinsic motivation is far more economical and better in getting employee to become creative, productive and loyal. Not only that, it also makes them loyal which creates a long term commitment of honor and social relationship.

### **CONCLUSION**

I believe that by revitalizing your human resource, one can easily achieve the aims and goals of the company. If you treat your employee's right, they will treat your customers with the royal treatment that they deserve. Motivation, of course, is not a steady state. It needs to be constantly worked upon and invested in. But if you are looking around one day and find yourself in a happy place, the chances are you have hit upon the right blend of communication, learning, measurement and reward. And the chances are you are holding on to your best people, who continue to deliver great performance while intrinsic rewards can never provide you that happy feeling.