



Morale and Change Tips

By Wade Younger, CSP

If you look around the office on an employee's desk, typically you will find numerous photographs of family, friends, pets, and on occasion, a special photograph of a special accomplishment.

To motivate employees and build team spirit, the next time you have a teambuilding exercise take a group photo. Have it enlarged and hang it in a highly visible place where the employees and customers can see it.

Wanting to be a part of a team is natural and when employees can see themselves as a part of a group, proudly displayed for all to see, a strong sense of pride begins to grow. Abraham Maslow talks about the need to belong as a basic human need. Victims of Katrina held and have a need to belong. Can you see the connect?

The same team mentality should always be the frontrunner for employee contests as a way of teaching employees to depend on each other and celebrate in each other's successes.

An excellent exercise is to divide employees into teams of equal numbers. The teams are strictly for internal purpose and therefore, they do not need to have anything in common regarding job function. On a rotating basis, have each team come to a weekly meeting with a new "team" idea. The best idea contributor is called the CMO "Chief Morale Officer" of the day!

You will be amazed at the outstanding ideas presented and the motivation seen in the employees as the things important to them are heard.

Create an incredible month!