



How to avoid zombies at work

Do you notice zombie-like staff in your workplace? Are your colleagues or employees not as enthusiastic and focused as they used to be? Are staff often arriving late or not performing consistently? If you answered yes to any of the above, you may have some motivation issues that need to be addressed in your workplace.

We all have different motivations for working. For some of us base pay is the most important element, for others it's the workplace environment or career progress that matters most. Whatever your reason, we share our top motivational tips for the workplace and also some activities you can try.

Tips for motivation

- **Don't just think it, communicate it**

You may think that Matt in the Property Management Department is an efficient and diligent worker, but if you don't tell him, he has no way of knowing. If you manage staff and communication is not your strength, you may need a spruce up in this area.

- **Share the big picture**

From admin staff to consultants and management, everyone should have the opportunity to be part of new business wins, developments and news. Each member of staff should understand their individual role in the business and how they contribute to the end result.

- **Lead by example**

Managers should set an example of good nature and productivity. Staff will not be motivated by grumpy and unproductive managers.

- **Be inspirational**

As Dale Carnegie taught us in 'how to make friends and motivate people', encourage your peers and colleagues by focusing on what they are good at and encouraging them in it, instead of choosing to focus on what they don't do well.

- **Don't play favourites**

Whilst we naturally prefer some people over others, don't let this mask your judgement of the work that actually gets done. Nothing demotivates an employee quicker than thinking their manager is playing favourites or they are being judged unfairly.





Motivating activities

- Provide a doodle board or pin board for all to contribute to and enjoy.
- Start a work jigsaw. It's a great team building activity and opportunity to break up the day for a few minutes at a time.
- Reward staff when you reach a milestone, turn a record month or yearly profit. Ensure that employees know the goals in advance, of course.
- Consider giving certificates of achievement or small rewards for staff that consistently perform well.

You can discuss all of your executive, permanent and temporary recruitment needs by calling us on 8232 2220 or visit www.edgepropertypeople.com.au