



9 SUREFIRE WAYS TO DEMOTIVATE YOUR EMPLOYEES

THE BEST WAY TO MOTIVATE EMPLOYEES: STOP DEMOTIVATING THEM

Most managers don't demotivate their employees on purpose. They act improperly without thinking about what damage they are doing to the enthusiasm and motivation of their employees.

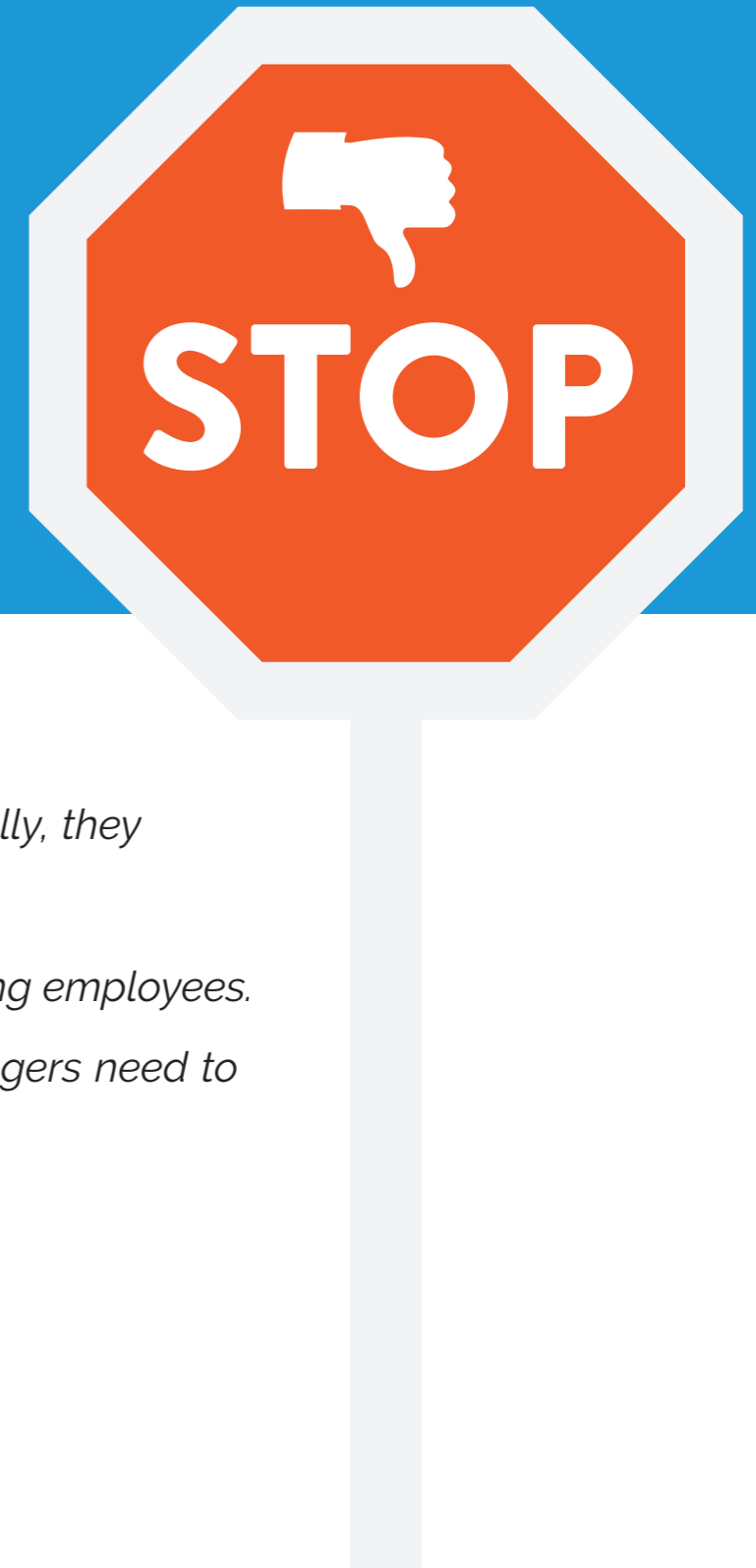
It's not surprising: Employees don't leave jobs—they leave managers

When recognition and incentive programs are designed properly and implemented thoughtfully, they can serve as great vehicles to motivate employees and reward them for their success.

But, when executed poorly the fallout can create animosity, resentment, and even anger among employees.

Before creating motivated, engaged employees, there are some critical behaviors that managers need to eliminate from the workplace.

[Read on to find out more about them >](#)



1. FAIL TO RECOGNIZE ACHIEVEMENTS



It's easy to underestimate the power of a pat on the back, especially with top performers who are naturally motivated.

Everyone likes a little praise, especially those who work hard and give their all.

2. HIRE AND PROMOTE THE WRONG PEOPLE

When managers don't get it right and hire the wrong people, it's a major demotivation for those stuck working with them. Promoting the wrong people is even worse!



3. DON'T FOLLOW THROUGH ON COMMITMENTS

When managers disregard their commitments, they come across as rude and uncaring.

After all, if the boss doesn't honor his or her commitments, why should everyone else?



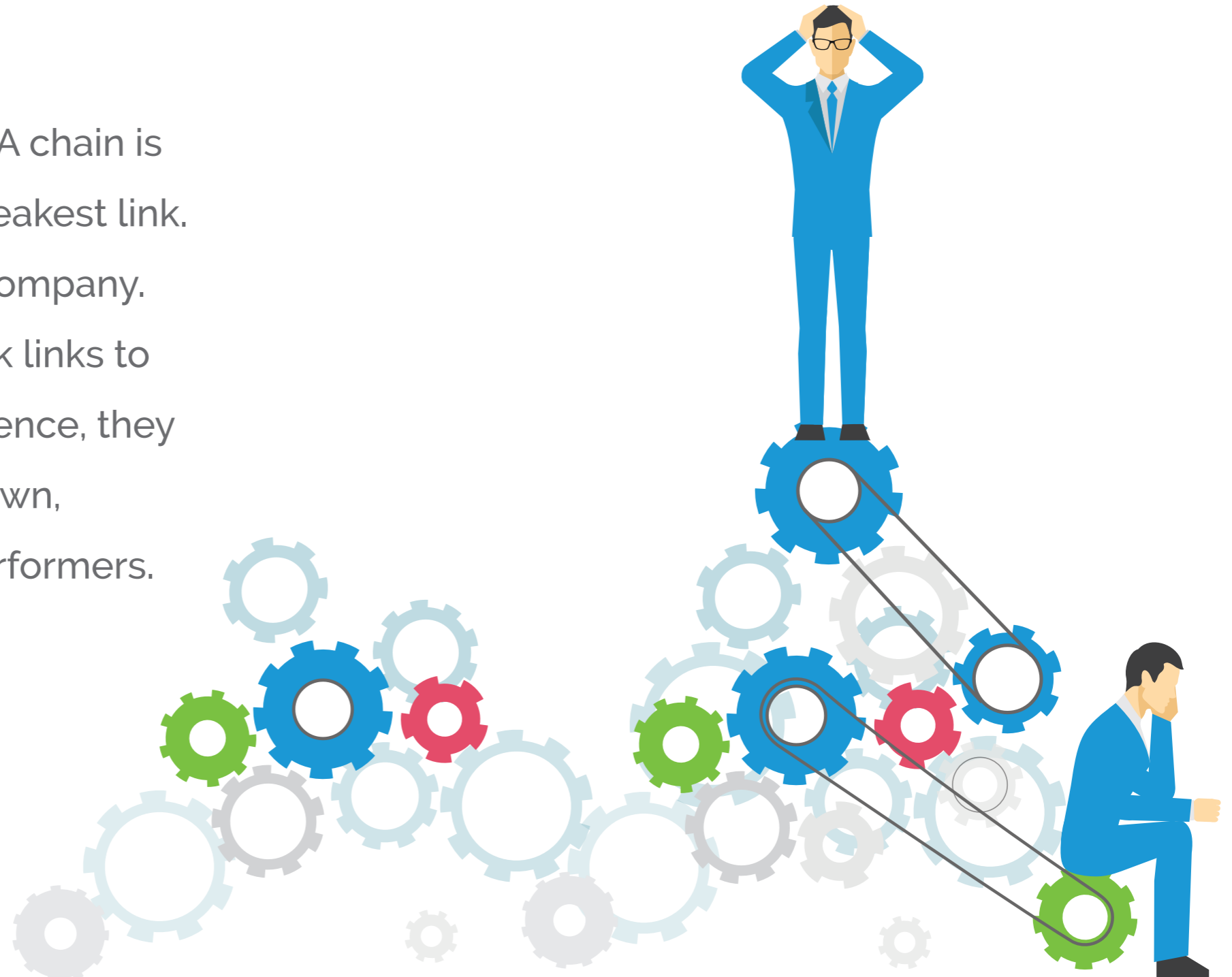
4. TREAT EVERYONE EQUALLY

Treating everyone equally tells your top performers that no matter how high they perform — and, typically, top performers are work horses — they will be treated the same as the slacker who does nothing more than punch the clock.



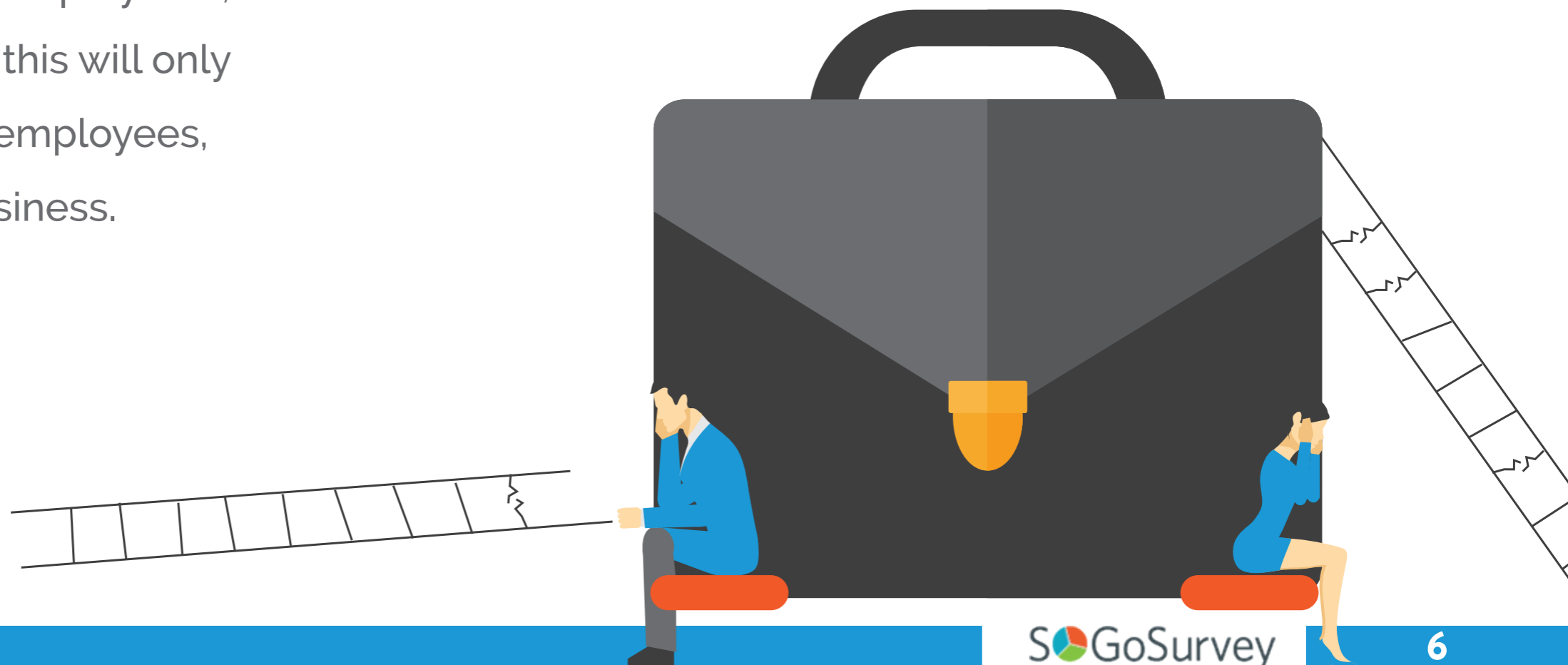
5. TOLERATE POOR PERFORMANCE

Like the proverb says: A chain is only as strong as its weakest link. The same goes for a company. When you permit weak links to exist without consequence, they drag everyone else down, especially your top performers.



6. DON'T ENCOURAGE DEVELOPMENT AND OFFER OPPORTUNITIES FOR GROWTH

Employees understand that continual learning is the best way to remain current and employable, so to ignore this will only hinder your employees, and your business.



7. BE DISINTERESTED

It's impossible to work for someone eight hours a day when they aren't personally involved and don't care about anything other than your productivity.



Bosses who fail to truly care will always have high turnover rates.

8. LACK OF CLEAR DIRECTION AND COMMUNICATION

Managers fail to set criteria and give people clear expectations so they know what is required of them. If every task becomes a priority, people will soon believe that there are no priorities.

More importantly, they will never feel as if they have successfully accomplished a complete task or goal.



9. DON'T EMPOWER EMPLOYEES OR MICROMANAGE

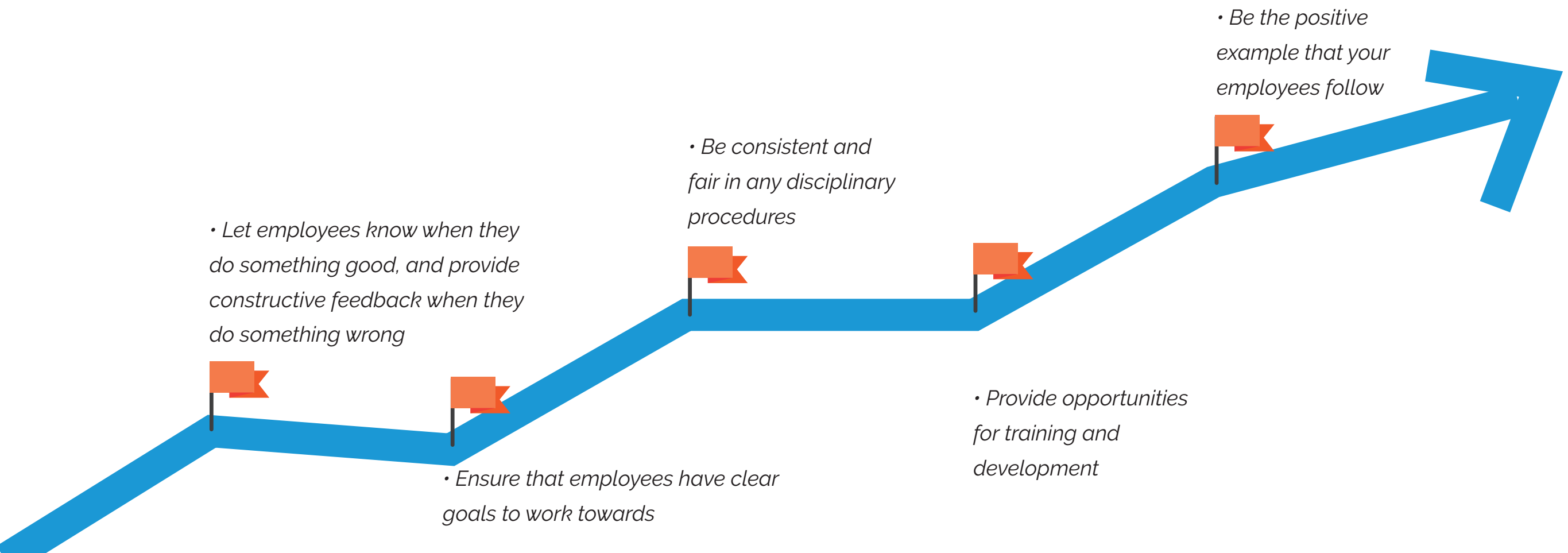


It's difficult to take ownership and focus on being productive with your boss leaning over you, monitoring your every move — like a babysitter.

Micromanaging kills creativity, chases away top talent, and leaves a group of average workers.

PULLING IT ALL TOGETHER...

A highly motivated workforce feels empowered by their work and valued by the organization. When it comes to keeping your employees motivated, there are a number of factors to keep in mind — from communicating goals to showing interest in your employee's professional aspirations. The right approach paves the way to a well-balanced workplace, and ensures the future success of your business.



• *Let employees know when they do something good, and provide constructive feedback when they do something wrong*

• *Ensure that employees have clear goals to work towards*

• *Be consistent and fair in any disciplinary procedures*

• *Provide opportunities for training and development*

• *Be the positive example that your employees follow*