



100 ways the best managers motivate employees.

1. **Raise employees to top priority.**
2. **Adapt to individual motivators.**
3. Admit mistakes.
4. Appreciate the little things.
5. Ask for input.
6. Ask why.
7. Assist others to advance.
8. Be accessible.
9. Be flexible.
10. **Challenge.**
11. Communicate clear responsibilities.
12. Communicate often.
13. **Communicate one to one.**
14. Compliment in front of others.
15. Criticize alone.
16. Create cross department involvement.
17. Create opportunities.
18. Delegate for the benefit of others.
19. Do what they say they're going to do.
20. Eliminate status differentiation.
21. Eliminate barriers.
22. Eliminate bureaucracy.
23. Eliminate cover your butt activity.
24. Eliminate excess.
25. Eliminate manager only meetings.
26. **Eliminate poor performers.**
27. Embrace constant improvement.
28. **Empower.**
29. Encourage creativity.
30. Encourage individuality.
31. Encourage participation
32. Encourage risk taking.
33. Err on their side.
34. Exude integrity.
35. Financially reward great performance.
36. Fire sensitively.
37. **Focus on opportunities, not obstacles.**
38. Focus on solutions, not problems.
39. Focus on strengths, not weaknesses.
40. Follow through on commitments.
41. Follow up on surveys.
42. Foster friendships.
43. Foster fun.
44. Foster team activity.
45. Get their hands dirty.
46. Give authority equal to responsibility.
47. Give permission to fail.
48. Give undivided attention.
49. Go outside of industry for ideas.
50. **Have less meetings.**
51. Have meals with different employees.
52. **Help other people shine.**
53. **Hire ability, not experience.**
54. Hire people different than self.
55. Hire right rather than fast.
56. Increase expectations.
57. Involve all employees in decisions.
58. Involve all in evaluating problems.
59. Involve all in developing solutions.
60. Involve all in updates.
61. Involve families.
62. Keep things simple.
63. Lead by example.
64. **Listen more than they talk.**
65. Match pay to performance.
66. Match strengths with responsibility.
67. **Move from behind their desk.**
68. Provide safety.
69. **Push praise to others.**
70. **Put employees before self.**
71. Recognize individual strengths.
72. Refuse the status quo.
73. Remain calm during crisis.
74. Remove "toxic" personalities.
75. Respect all levels.
76. Respond thoroughly.
77. Respond timely.
78. **Reverse the review process.**
79. Review on time.
80. Reward individual success.
81. **Reward success, not tenure.**
82. Reward team success.
83. Say thank you.
84. Seek alternative opinions.
85. Set attainable goals.
86. Set individual goals.
87. Share financial benefits.
88. Share the overall strategy.
89. Solicit and reward suggestions.
90. **Start every meeting with employee issues.**
91. Teach by example.
92. Tell why, in addition to what.
93. Think like a coach.
94. Train, train, train.
95. Trust first.
96. Value every employee.
97. Walk around.
98. Work hard.
99. Work smart.
100. Work with a passion
101. **Deliver more than promised.**

... and 10 things they don't do!

1. **Blame others.**
2. Exaggerate.
3. Give all the answers.
4. Hold someone back.
5. Interrupt.
6. **Lie.**
7. Overreact.
8. Spend frivolously.
9. "Sugar coat."
10. Surprise...unless its good.
11. Talk behind employees backs.