

11 Effective Strategies For Reigniting Motivation In The Workplace



Expert Panel Forbes Councils Member

YEC Women COUNCIL POST | Membership (Fee-Based)



May 26, 2023, 08:15am EDT



GETTY

In any organization, maintaining a motivated and engaged workforce is crucial for productivity and overall success. However, there may be times when leaders notice a decline in employee morale and motivation. Whether it's due to external factors, internal challenges or simply a temporary slump, leaders have a vital role to play in reigniting the spark and helping their employees get back on track.

Below, 11 [Young Entrepreneur Council](#) members explore effective steps leaders can take to revitalize their teams and foster a positive work environment that motivates and inspires employees to give their best. By implementing these strategies, leaders can create a workplace where employees feel valued, supported and motivated to excel.

BETA

1. Talk It Out

My very first instinct is to sit down and talk it out! There are many facets of life that could make an employee lose motivation. I feel that, first and foremost, you need to have a meeting with the employee to find out what's on their mind via open conversation. As a leader, I ensure that my employees feel comfortable enough to openly express their needs to me. We then discuss the issue and resolutions. - [Racquelle Pakutz, Zen Freight Solutions Inc.](#)

2. Listen To Your Employees

Ask your employees what they need, and listen. We recently moved to a four-day workweek, and that decision was the direct result of our employees bringing up the idea. It has already made a huge difference in morale and motivation. We feel closer as a team, and we're all helping each other succeed so we can take that extra day off each week and rest up properly. - [Nathalie Lussier, AccessAlly](#)

3. Provide Both Positive And Negative Feedback

When employees are motivated, they are more likely to be productive and take ownership of their work. One way you can help get your employees back on track is by providing feedback on their work, both positive and negative. Let them know what they did well and what they need to improve upon. Leaders should also encourage team members to push themselves outside

MORE FROM [FORBES ADVISOR](#)

Best Travel Insurance Companies

By **Amy Danise** Editor

Best Covid-19 Travel Insurance Plans

By **Amy Danise** Editor

4. Reconnect Employees To The ‘Why’

Employees want to feel that their work serves a greater purpose. It's not just about money; it's about feeling fulfilled. Refocus on the company vision and help them reconnect with the “why” behind their work. Share with them why what they do matters. People get bored easily in a job that simply pays the bills, but they rally behind a purpose and are motivated by a meaningful career.

- [Alexis Austin, Right Law Group](#)

5. Appreciate And Recognize Employees

Recognition and appreciation are so important. It's important to recognize and appreciate the efforts your team puts in and to make sure they know that their efforts are valued. Doing this has helped me to foster a sense of loyalty and commitment among my team members and has helped to reignite their enthusiasm and drive. - [Rachel Beider, PRESS Modern Massage](#)

6. Create New Goals

If it feels like your company morale is getting stale, take time to create a new, attainable goal for your company. Maybe it's breaking a new sales record or reaching a new following on social. Create clear deliverables for every team in your business so they can work together to reach the laid-out goal and feel the impact of

their work. Don't forget to throw a pizza party to celebrate! -

Kaitleen Shee, GROW

BETA

7. Work To Discover The Reason(s) Behind The Issue

Low morale in the workplace isn't always a byproduct of a toxic office environment. Sometimes it can be due to other reasons, such as micromanagement, a lack of targets or a poor work-life balance. Reduce micromanagement, trust your employees and give them the freedom to work and perform. Set clear and achievable targets to motivate employees. Offer hybrid work options to aid in improving work-life balance. - [Candice Georgiadis, Digital Day](#)

8. Have Hard Conversations

Employees want a job that pays them fairly and in which they have autonomy (like the people they work with and for). They also want to have room for personal and/or professional growth. Low morale is likely tied to one of those issues, so address the elephant in the room with a team meeting or retreat and encourage transparent, meaningful dialogue from the employees who are experiencing it. - [Givelle Lamano, Oakland DUI Attorneys](#)

9. Host One-On-Ones

Having a one-on-one meeting with each of your employees is a great way to boost their motivation and help them get back on track. There can be many issues that affect performance or have a negative impact on morale. Talking things out with your team members will help you to get a clear picture of what's causing the problem and to come up with viable solutions. - [Stephanie Wells, Formidable Forms](#)

10. Align Goals To The Mission

Increasing morale is critical to developing a strong team. Aligning our team with the company mission helps us increase morale. Extra coaching meetings to support areas where an employee needs additional help can boost morale as well as build a relationship. As the company leader, it's important for me to tie back what our team is doing and why with our mission and values, which are emphasized. - [Libby Rothschild, Dietitian Boss](#)

BETA

11. Provide Tailored Skill Development And Growth Programs

Low motivation often results from facing continued difficulties that cause poor performance and dissatisfaction. High-performing employees who excel at their jobs feel naturally motivated. Accordingly, I have found that an effective step to rekindle employee motivation is to empower them through skill development and growth programs that are in line with their expertise and aspirations. - [Kelly Richardson, Infobrandz](#)

Follow me on Twitter or LinkedIn. Check out my website.



Expert Panel

YEC is an invitation-only, fee-based organization comprised of the world's most successful entrepreneurs 45 and younger.

[Editorial Standards](#)

[Reprints & Permissions](#)