American workers are [**the least productive**](https://www.npr.org/2022/10/07/1126967875/quiet-quitting-productivity-workers-ennui-working-jobs) they’ve been in over 70 years. Employees are stressed, distracted, and disinterested in their roles. And their employers are losing money because of it.

Employee motivation can have a significant impact on a company’s success. Here are some strategies for motivating workers so they feel engaged and eager to complete their assignments.

**Communication**

If you want to increase productivity, your employees need to know what’s going on in the workplace. It’s your job as a manager or supervisor to keep them updated.

They should also have an opportunity to give feedback about their jobs and share ideas for improving efficiency. If you’re not listening to your staff members, they may feel like they don’t matter. This leads them toward disengagement and lower productivity levels.

**Provide Learning Opportunities**

On-the-job training is a great way to give your employees the skills they need to perform their work more effectively. It also gives them a sense of accomplishment as they gain mastery over certain tasks. You can expect an increase in employee happiness if you provide ongoing training opportunities for your staff.

Consider offering certification programs that teach specialized skills that don’t apply to the workplace as well. This can be especially useful for employees who work in fields that are constantly changing.

For example, if you have an employee who works as a programmer, offer to pay for coding courses. This will help them feel less stagnant in their position and it also makes them more valuable in future projects.

**Inclusion and Diversity**

Diversity is important for innovation, creativity, and employee relationships. When employees are motivated to express their identities as people from different backgrounds, they’ll feel more welcomed in the [**workplace**](https://www.neybg.com/5-reasons-why-team-building-is-important-in-the-workplace/) environment. This has a positive effect on morale because it makes people feel valued for who they are rather than just what they do.

**Show Personal Interest**

Ask about your team’s families, hobbies, and interests outside of work. Listen attentively when they talk about themselves. You’ll learn more about your employees and have a better understanding of how to motivate them.

Their stories might also provide you with tips on how to [**eliminate stress in workplace**](https://woliba.io/blog/top-5-ways-to-eliminate-stress-in-the-workplace/) environments based on the challenges they’ve overcome in their personal lives.

**Give Praise**

Praise is one of the most effective motivators in the workplace. When you notice an employee doing something great, let them know how much their work matters!

Your praise doesn’t have to be extravagant. You can simply say, “Thank you for taking initiative and getting this project done,” or “I really appreciate the time and effort you put into this.”

**Raise Employee Motivation Across All Departments**

Motivated employees are more productive and loyal. If you can increase employee motivation, your business will be more efficient with a lower turnover rate.

Remember to offer rewards and create a diverse work environment to keep employees happy.

With these tips, you’re bound to have a livelier, more productive workforce. If you want to be an exceptional leader and go the extra mile for your team, check out our business section for ideas on improving how your entire company runs.