



15 Steps to Immediately Motivate Your Staff (Without Increasing Their Pay!)

As a manager, one of the most important aspects of your job is to motivate and maintain high company morale. Here are 15 steps to take immediately (and constantly):

1. **On-the-Spot Praise** At the exact moment that someone excels, offer praise publicly!
2. **Casual Dress Day** Even "weird dress day", the idea is to make it a day of fun.
3. **Executive Recognition** Have the CEO or "big boss" acknowledge achievement.
4. **Time Off** Time off is a very effective morale booster.
5. **More Responsibility** Give your staff more responsibility and they'll feel more trusted.
6. **Reverse Review** Offer your staff an honest appraisal of your own performance.
7. **Applause** A standing ovation by the entire staff!
8. **Training** One on one training from the boss is highly effective.
9. **Career Path** Show your employees a direct career path to the top.
10. **Job Titles** A higher job title allows for higher self esteem one.
11. **Thank them** Never underestimate a simple "thank you."
12. **Ownership** Instill a sense of ownership, seek advice on difficult decisions.
13. **Brainstorming** Create sessions – ask for new ideas, new systems, a better way.
14. **Give out tickets to movies, sporting events, etc.**
15. **Volunteer to do an employee's least favorite task for a day!**

Any questions or comments?

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