

Milestones to Success – Employee Motivation Skills course

Listed below are some of the skills and techniques which will form an important part in your success on the **Axio Development** employee motivation skills training course. They are organised into 5 categories – we refer to them as the milestones to success. So that you can identify the benefits you want to gain and to measure your progress tick the circles alongside the areas that you identify as being particularly relevant to you, then prioritise the 5 main areas in order of importance: 1 being the highest, 5 the lowest. Bring this page with you to the course.

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Defining motivation

- Understanding our own beliefs about motivation
- Defining motivation clearly
- Knowing the qualities which show a motivated individual
- Understanding the effects of poor motivation

Self-motivation

- Knowing when your motivation is low and why
- Analysing the causes
- Interacting with others when demotivated – not letting it show!
- Having a mentor or ‘buddy’ for support

Motivation in others

- Knowing what people want to be motivated
- Understanding the hygiene factors vs the higher motivators
- Working to increase the motivation of others consistently
- Building trust in your team

Motivation techniques

- Discovering others motivations
- Personal detachment for better understanding
- Using positive words and phrases
- Asking the right questions and then following up

Positive feedback as a motivational tool

- Delivering feedback consistently
- Choosing the right environment
- Avoiding misunderstanding and misinterpretation
- Motivation by walking about

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What will progress in these areas allow you to achieve?