5 Ways of Boosting Morale in the Workplace

In many agencies across the country, morale is in the dumps. Your employees are unmotivated and unproductive, but there are things you can do to boost morale in your workplace and see everyone's productivity soar!

Try these techniques to bring more motivation to your workplace:

1. **Get to know your colleagues.** Perhaps you don't really know your coworkers! Do you know them on a personal level or just as professionals? When you make an effort to learn more about your people, you may discover what motivates them. It also makes them feel valued.

   - *Recognize your colleague's birthdays.* Birthday cakes always lighten the mood! Your office will be glad you care enough about them to recognize their special day.

   - *Ask about their personal lives.* Are they married? Do they have children? What are their hobbies? These types of questions let you know about them as individuals. If you don't remember things well, make notes and keep them in a file.

2. **Recognize personal and professional accomplishments.** You might be surprised how a coworker is motivated when they know their team acknowledges and rewards the work they've done.

- *Create an appreciation program.* Choose someone as an employee of the month. Hang their photo in the lounge or location where all can see until the next is chosen.

- *Write them a personal thank you note* if they've done something awe-inspiring. You may also include a gift certificate or send something to recognize their hard work. This form of recognition is often one of the most effective for boosting morale.

3.   **Take them out to lunch.** You don't have to leave the office if time is short; instead, order pizza or have lunch catered every so often. They'll be able to relax and enjoy their work environment more when given a chance to socialize.

4.   **Give them a voice.** Create a satisfaction survey. These should be done anonymously. Be sure to address any perceived problems quickly and thoroughly for the best results.

- *Hold staff meetings regularly.* This will give staff an opportunity to learn about the organization's status as well as voice any questions they may have. Ask for feedback if changes have to be made.

- *Ask others what type of training they may need* to do their job better. By offering continuing training, you'll prove that your team is valuable to you, and you'll do your organization an excellent service by having top-notch, highly trained employees.

5.   **Offer financial rewards.** Everyone likes to get a little extra in his or her paycheck from time to time. Perhaps there's a way to incorporate a performance bonus to boost morale. Performance <u>**IS NOT**</u> tied to how many tickets were written, people arrested, or searches made. Better examples include how many schools where kindergarten students were read to or hours volunteered at a community event.

- *Talk with the employees* and get their ideas. Seriously consider putting a rewards program into place. You may be surprised at what they come up with, and it might not be as expensive as you imagined!

When morale and productivity begin to wane, *you must let your employees know you value them.* Sure, they get paid for the work they do every week, but sometimes they need a little pick-me-up.

Rewards don't have to be elaborate or expensive. A little bit of recognition can go a long way to improving the atmosphere in your workplace.

Give them the respect they deserve. Use these ways of boosting morale in the workplace, and before you know it, your employees will have smiles on their faces and motivation in their minds!