

# Employee Motivation Workshop

When you think of staff motivation, many things may come to mind: more money, a bigger office, a promotion, or a better quality of life. The truth is, no matter what we offer people, true motivation must come from within. Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce.

The Employee Motivation workshop will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models, and how to bring them together to create a custom program.

## Workshop Objectives:

- Defining motivation, an employer's role in it and how the employee can play a part
- Identifying the importance of Employee Motivation
- Identifying methods of Employee Motivation
- Describing the theories which pertain to Employee Motivation - with particular reference to psychology
- Identifying personality types and how they fit into a plan for Employee Motivation.
- Setting clear and defined goals.
- Identifying specific issues in the field, and addressing these issues and how to maintain this going forward.



For more information or to reserve your spot in this workshop, please contact:

Joseph (J.J.) Frazier  
President  
Mastering the Positive, LLC  
Phone: (757) 962-7073  
Mobile: (757) 952-8340  
Visit: [www.masteringthepositive.com](http://www.masteringthepositive.com)  
Email: [jfraziers@cox.net](mailto:jfraziers@cox.net)



## CLASS CONTENT

### **Session One: Getting Started**

Workshop Objectives  
Pre-Assignment Review

### **Session Two: A Psychological Approach**

Herzberg's Theory of Motivation  
Maslow's Hierarchy of Needs  
The Two Models and Motivation

### **Session Three: Object-Oriented Theory**

The Carrot  
The Whip  
The Plant

### **Session Four: Using Reinforcement Theory**

A History of Reinforcement Theory  
Behavior Modification in Four Steps  
Appropriate Uses in the Workplace

### **Session Five: Using Expectancy Theory**

A History of Expectancy Theory  
Understanding the Three Factors  
Using the Three Factors to Motivate in the Workplace

### **Session Six: Personality's Role in Motivation**

Identifying Your Personality Type  
Identifying Others' Personality Type  
Motivators by Personality Type

### **Session Seven: Setting Goals**

Goals and Motivation  
Setting SMART Goal  
Evaluating and Adapting

### **Session Eight: A Personal Toolbox**

Building Your Own Motivational Plan  
Encouraging Growth and Development  
Getting Others to See the Glass Half-Full

### **Session Nine: Motivation on the Job**

The Key Factors  
Creating a Motivational Organization  
Creating a Motivational Job

### **Session Ten: Addressing Specific Morale Issues**

Dealing with Individual Morale Problems  
Addressing Team Morale  
What to Do When the Whole Company is De-Motivated

### **Session Eleven: Keeping Yourself Motivated**

Identifying Personal Motivators  
Maximizing Your Motivators  
Evaluating and Adapting

### **Session Twelve: Wrapping Up**

Words from the Wise