



Increasing Motivation and Performance

April 21, 2021



Vensure Employer Services and our PEO Partners



Agenda

- 1 Creating a Motivating Environment
- 2 Diagnose Work Performance Problems
- 3 Enhancing Employee's Abilities
- 4 Fostering a Motivating Environment
- 5 Q&A

Instructions for Submitting Questions with GoToWebinar



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› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Creating a Motivating Environment

Creating A Motivating Environment

- › Physiological Needs
- › Safety Needs
- › Love/Belonging Needs
- › Esteem Needs
- › Self-Actualization Needs



2

Diagnose Work Performance Problems

Diagnose Work Performance Problems

Lack of Ability vs. Lack of Motivation

Assess Difficulty of Task

Determine Employee's Capability, Effort, and Improvement

Why Motivational Efforts Backfire

3

Enhancing Employee's Abilities

Enhancing Employee's Abilities

Resupply

- › Do employees have what they need to perform the job satisfactorily?

Retrain

- › Do employees need more training?

Refit

- › Can the job be tweaked so it's a better fit?

Reassign

- › Can the employee be assigned to a job that's a better fit?

Release



4

Fostering a Motivating Environment



Fostering A Motivating Environment

- › Establish Moderately Difficult Goals
- › Remove Personal and Organizational Obstacles
- › Use Rewards/Discipline Appropriately
- › Provide Salient Internal and External Incentives
- › Distribute Rewards Equitably And Timely
- › Provide Specific, Accurate, and Honest Feedback

Q&A

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**Thank You for
Your Time**

