

Drive-ing Performance:

What the Science of Motivation Can Teach You About High Performance

The world has evolved, along with the workforce demographic, but companies' recognition practices have remained the same.

In order to stay competitive, companies must evolve their people practices to reflect the needs of their employees. Understanding how to communicate, motivate and drive performance for today's employees is critical to business success.

Money is only a small factor in motivating today's workforce. People will show up to work for a salary, but they're driven to

perform when they feel that they contribute to the organization's goals. People are motivated when they have control over their own technique, their own team and their own tasks. Employees who have autonomy over these aspects at work consistently achieve results. Meaningful – but not necessarily monetary – recognition is the key to instilling this sense of mastery and purpose in employees.

Because recognition validates employee performance, constant feedback is necessary. If done correctly, feedback is an effective motivation technique that fosters employee engagement and drives results. This Webinar covers motivation best practices that employers can implement right away.

How to Motivate the Modern Workforce:

1. Replace annual performance reviews with everyday recognition and coaching.

Millennials have grown up in an era of technology where all communication is immediate. Recognition must also be immediate in order to drive repeat positive behavior.

2. Don't use if-then cash rewards; they don't drive complex, creative and conceptual work.

"If-then" cash rewards are only effective for simple tasks with distinct rules. Drive long-term positive behaviors and growth with intangible, experiential rewards.

3. Encourage your employees to recognize each other.

Peer-to-peer recognition is the purist, most sincere form of recognition. Empower your employees to recognize each other with tools that enable this meaningful, motivating form of recognition.

4. Empower employees to choose their own rewards.

Years of service awards actively disengage employees, yet 92 % of companies use them. Drive performance with meaningful recognition and individualized reward selection.

5. Infuse the workplace with a sense of mission.

Every employee should know how their work drives your company's bottom line. Align your recognition practices with your corporate culture to instill the organization's values and mission in your employees.



Watch the full webcast to learn more about Drive-ing Performance, and how you can attain the results you want by understanding the current workforce and how you can motivate your organization to get results.

<http://www.achievers.com/resources/drive-ing-performance-what-science-motivation-can-teach-you-about-high-performance>



Achievers (formerly I Love Rewards) is passionate about employee rewards and Social Recognition. Our software helps engage employees and inspire performance globally. Achievers' customers include Deloitte, 3M and Microsoft.