

Inspire Your Employees To Go Above and Beyond

You've heard the story – the lumberjack who takes time to sharpen his axe outdoes his workaholic counterpart and so on and so forth. Welcome to the present-day corporate world, where for every minute you spend at the water cooler, workers elsewhere are training themselves to do without water so that the ensuing restroom trips can be done away with.

How do employee happiness, morale-boosting luncheons and fringe benefits match up against the rigid belief that continuous work means consistent, high productivity? When will the revered image of the sunken-eyed, chain-smoking, insomniac CEO who earns every cent of his formidable remuneration give way to the healthy, happy and productive employee who plays as hard as he works? When will authoritarian leadership fade to dust in the corporate world?

A lot of savvy organizations are already adapting to change. Employers have begun to realize that happy employees do not need raises to stay motivated, extra vacation day, or a company car – easy to pull off creative rewards will get the job done.

Gifts, Surprises, and Appreciation

There are no two ways about it – treat your employees well. They should feel good enough to brag about their work experience when they meet up with their college buddies. Give them the environment you've always wanted – a free-lunch day every month, surprise invitations for a 'chat' only to give them a pat on the back for that helpful attitude they thought no one noticed – make them feel rewarded in ways other than their paychecks.



“Alright, I’ll okay a personal day.”

Remember to [keep it a surprise](#) – an employee may feel entitled to such treatment should it become routine – and be creative with your generosity. Remember, the best gifts are seldom the most expensive ones!

Give Them Some Room

Many of your employees may feel wound up working with those bulky, wired-up PCs, old-school telephones and in a strict boss-subordinate setup. Leave them to [their own devices](#) – a team of laptop-savvy, tablet-toting employees is a much more productive unit than an equal number of employees confined to their 90's-era cubicles and working separately.

Be a Role Model

The managing director who takes the stairs when the elevator is full is helping something other than his waistline – his image among the numerous employees who look to him for an indicator of the company's values. [Be that inspiration](#) for your team.

Other than checking boisterous employees who cite the seniority's failings as good enough reason for their own, a genuine show of personal integrity will travel fast through the office grapevine. Nothing says 'investor confidence' better than hushed talk of CEOs shunning preferential treatment and waiting in line along with everyone else.

Be the change. Take that leap. The math seldom adds up – lunches, raises, and other motivation boosting activities are a drain on company funds. Employee happiness and job fulfillment are unquantifiable indicators. The research, though, [is solid](#) – satisfied employees who see work as fulfilling and fun (as opposed to monotonous drudgery) bring untold benefits to company output and image.