

Motivating Employees – The Power of Thank You

One of the best ways to motivate your employees is by saying “Thank You”. The motivational power by appreciating someone’s work is proven. In all job satisfaction surveys, employees rank being appreciated at their job as more important than the amount they earn, when it comes to overall job satisfaction.

Once the word gets out that you appreciate hard work, other employees will be motivated to put in more effort in order to be thanked.

Here are some ways to add impact to your Thank You:

1. Recognize what the employee has accomplished publicly. For example, send the said employee an email and copy to your boss.
2. Send a thank you note but not to the employee personally. Send it to their boss, spouse or child. Your thank you will have a much bigger impact if you express your appreciation to someone who may have a much sacrificed while your employee was working hard/overtime on your project.
3. Consider putting a brief article or notice in your company’s newsletter or other communication tool.
4. Don’t forget to recognize other team member or staffs from different department who have contribute indirectly to the success of your project or job. As their contributions are rarely recognized, the goodwill value of a thank you is priceless.
5. Be original. Make your “Thank You” memorable so that its impact will be long lasting.

You’ll find that by thanking people, you will strengthen the relationship. Acknowledge a job well done will not soon be forgotten. Your team will work even harder to accomplish their goals knowing that they’ll be thanked for their hard work and devotion.