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Enhancing Employee Morale

Challenging times may seem like the perfect opportunity for supervisors to implement a program that boosts the spirits of employees, but maintaining positive employee morale on a consistent basis is the foundation of constructive and mutually beneficial work relationships. As leaders, we always need to create an environment for our employees, one that is encouraging, focused on problem-solving, and where goals are clearly defined and achievable. Being visible and accessible to your team demonstrates your interest in their daily work and challenges. It also demonstrates your commitment to them and to the overall mission and success of the entire organization.

Here are some helpful tips to keep in mind:

Acknowledgement: We need to make a conscious effort to reach out beyond our regular, daily communications and acknowledge a job well done. Happy employees who feel like their actions are making an impact in the organization are the ones who will continue to have steady and, often times, increased productivity. We need to showcase our employees' talents and encourage employees to motivate each other to reach the common goal. Managers and supervisors who go out of their way to provide encouragement and appreciation make overt statements of gratitude for contributing to the main mission of the group.

Recognition: As management, we need to emphasize the importance of recognizing employees who set a positive example in the work environment. In times of uncertainty and beyond, it is important to give people a chance to be visible, to be known for their work and accomplishments. The recognition needs to be specific and immediate. A word of caution though, not all employees like to be recognized in the same way. Some like a subtle acknowledgement from their manager, while others like to have their success announced publicly. Understanding your employees and identifying their preference is the first step in being a successful leader.

Rewards: To be truly effective, rewards need to be immediate and specific so that employees know what to expect if they produce the desired results. It is important to note that when you ignore good effort, you are actually serving to extinguish the very thing you would like to promote. Most of us over a period of time will tend to stop doing what seems not to be appreciated and spend our time on what we find rewarding. (Daniels, 1999)

So remember, creating positive employee morale is not initiated because current times are challenging, instead creating positive employee morale is the daily goal of the successful supervisor in pursuit of delivering quality service for the citizens of Pinellas County. Here's to success!

Source: Bringing out the Best in People by Aubrey C. Daniels

This article was written and the research for it conducted by Libby Bolling, Communications; Danielle Ruiz, Economic Development; Arleen Sermons, Health & Human Services; and Elena Weeks, Facility Management. All four are participants in Pinellas County's Succession Management Program who have researched ideas on low-cost and no-cost ways of enhancing employee morale. Their ideas and numerous resource links can be found on the following SharePoint site: [Motivation and Rewards for Low or No Cost](#). Please be sure to explore and use what's there.

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