Motivating Your Staff: Strategies for Supervisors

An InfoPeople Webinar
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Notes

• Why motivation?
• Intrinsic vs. Extrinsic motivation
• Herzberg’s Two-Factor Theory of Motivation
  o Use intrinsic motivators to increase satisfaction
  o Use extrinsic motivators to decrease dissatisfaction
• Summary
  o Extrinsic/Hygiene Factors
    ▪ Give rewards
    ▪ Listen and support
    ▪ Explain “why”
    ▪ Review and update policies
    ▪ Advocate for good work conditions
    ▪ Promote healthy communication
  o Intrinsic/Motivator Factors
    ▪ Support needs and desires
    ▪ Tap into interests
    ▪ Emphasize the greater good
    ▪ Allow for self-direction
    ▪ Provide choices

Presenter’s Contact Information

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References

▪ Lumen Learning on Herzberg’s Two Factor: tps://courses.lumenlearning.com/boundless-management/chapter/employee-needs-and-motivation/