

## MOTIVATING YOUR STAFF: STRATEGIES FOR SUPERVISORS

AN INFOPEOPLE WEBINAR  
SEPTEMBER 11, 2018

LAUREN HAYS

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### A LITTLE ABOUT ME...



- Instructional and Research Librarian at MidAmerica Nazarene University in Olathe, Kansas
- Background in education
- Enjoys dogs, traveling, and home

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### POLL

What is the number one factor in staff motivation?

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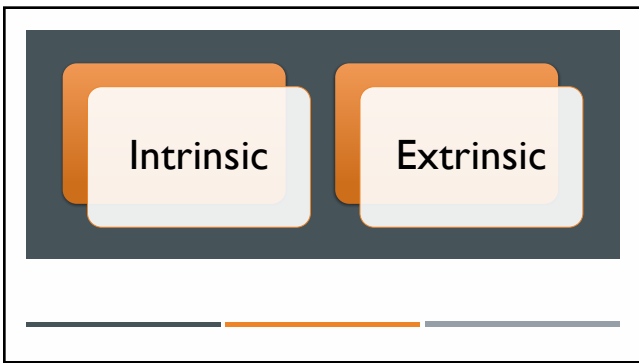
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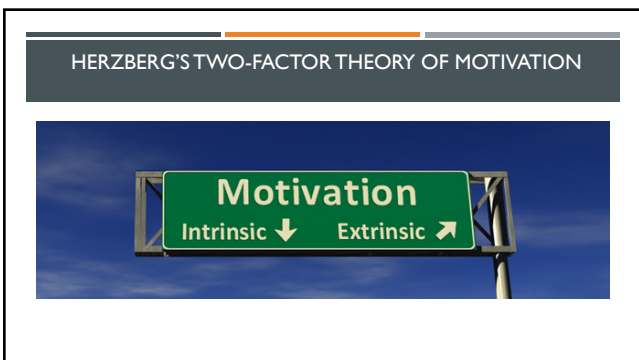
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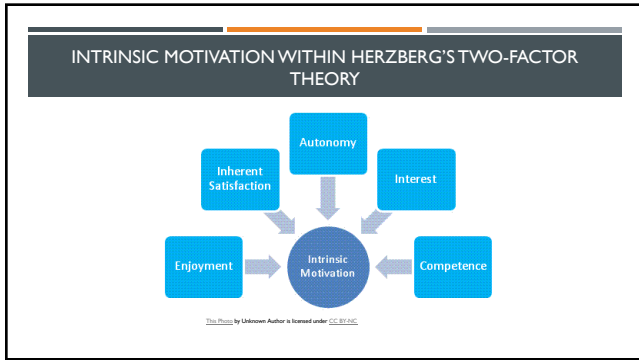
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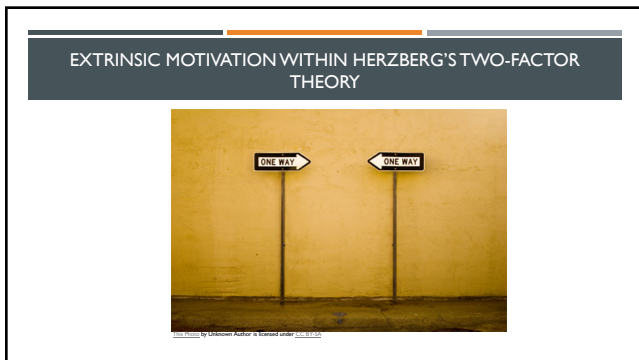
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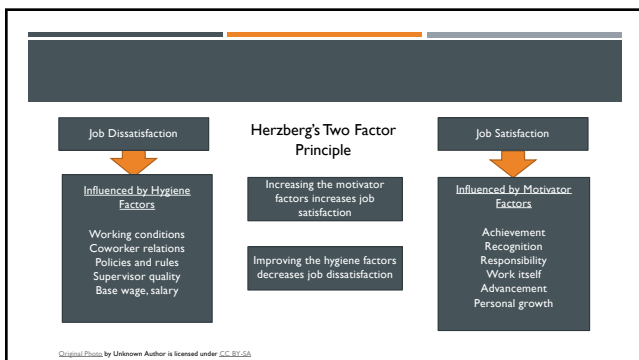
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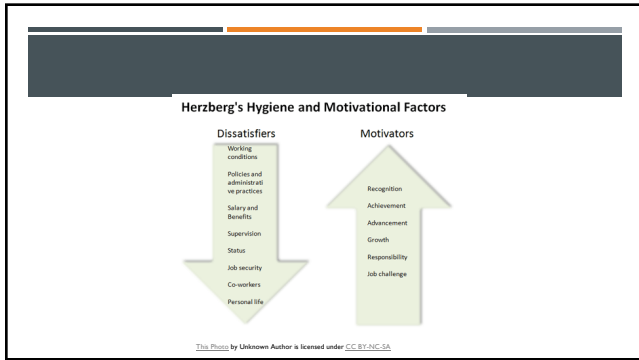
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**JOB FACTORS THAT LEAD TO WORKPLACE DISSATISFACTION AND SATISFACTION**

- Key Idea: You can not motivate people out of dissatisfaction.
- Key Idea: To decrease dissatisfaction get rid of the tangible problems that frustrate employees.
- Key Idea: You can motivate people to satisfaction.
- Key Idea: To increase satisfaction focus on the intangibles that do lead to motivation

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CONNECTING MOTIVATION AND LIBRARY USERS

**Herzberg's Two-Factor Theory of Motivation**

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### DAY-TO-DAY INTERACTIONS

- \*New Project Ideas
- \*Professional Development
- \*In Changing Circumstances



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### BRAINSTORM WAYS TO APPLY HERZBERG'S TWO-FACTOR THEORY OF MOTIVATION

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### SUMMARY

<h4>Extrinsic/Hygiene Factors</h4> <ul style="list-style-type: none"> <li>■ Give rewards</li> <li>■ Listen and support</li> <li>■ Explain "why"</li> <li>■ Review and update policies</li> <li>■ Advocate for good work conditions</li> <li>■ Promote healthy communication</li> </ul>	<h4>Intrinsic/Motivator Factors</h4> <ul style="list-style-type: none"> <li>■ Support needs and desires</li> <li>■ Tap into interests</li> <li>■ Emphasize the greater good</li> <li>■ Allow for self-direction</li> <li>■ Provide choices</li> </ul>
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## QUESTIONS?



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■ @Lib\_Lauren

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## REFERENCES

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- MindTools. (n.d.). Herzberg's Motivators and Hygiene Factors. Retrieved from <https://www.mindtools.com/pages/article/herzberg-motivators-hygiene-factors.htm>

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