Ways to motivate and reward your employees

(insert organisation / logo)

Motives: what makes them tick?	What this might look like in the workplace?	Who is like this within your business?	What you can do to contribute to employee motivation.
Achievement, meaningful work and the work itself	Turns up for work early and stays 'late'. Really gets into projects and/or apparently enjoys their work. Goes above and beyond what is required to do the job.		Allow them to continue to do the work they enjoy. Often when people are promoted they find that it's not as enjoyable as their old job, so they leave. Find out what it is they like about their job and give them more of it. Set up regular feedback sessions or a more formal employee recognition scheme.
Promotion/self development	Seeks recognition of performance and contribution and asks for feedback. Likes learning new things. Enjoys training. Looks for promotional opportunities.		Offer training opportunities either on or off the job. Allow them to learn other roles within the organisation. Develop a learning plan. Groom them for promotion where possible.
Power/ responsibility	Likes being in charge and is good at it. Takes on extra jobs. Likes working on high profile projects. Likes to have their input acted upon. Has an opinion and likes to share it.		Involve them in projects in addition to their own work. Reward them for achieving goals/targets. Allow them to manage a small team of co-workers. Ask for their input on projects where they can make a visible contribution. Encourage them to provide new ideas or solutions.
Affiliation/ peer approval	Wants to work in a team. Likes social interaction during work. Likes getting a pat on the back from co-workers and managers. Enjoys being popular at work. Avoids conflict and may be too accommodating.at times.		Create opportunities for teamwork. Encourage a social element in the workplace. Introduce and support team awards for achievement. Give open feedback that is supported by their peers (such as employee of the month awards). Protect from negative conflict where possible and ensure they are not taken advantage of.

For more information on this topic, refer to **Chapter 4. Motivate, Manage and Reward Performance** of Your Workforce – a guide for Northern Territory Employers.

NORTHERN TERRITORY GOVERNMENT