

Are you a motivator or a demotivator?

Find out if you're doing things that are likely to motivate or demotivate your people.

Read the statement in column 1 and then select what you would tend to do – either A, B or C

Column 1	A	B	C
When I explain what I want people to do...	I get frustrated when they get it wrong, and blame them for not saying anything	I assume they have understood when they nod their head	I take responsibility for checking they have understood
When I delegate tasks...	I micro-manage just in case they don't do the job as well as I would do it	I let them get on with it and if they are struggling, I step back in and take over	I give them clear instructions. I check their understanding and monitor and review progress to build confidence and skills
When I have a new starter...	I throw them in at the deep end and hope they find their feet and get on with the rest of the team	I spend some time with them on their first morning and then wait for them to come to me if they need any help	I find time to welcome them, help them feel part of the team, and allocate them a 'buddy' to help them learn
My approach to giving feedback is...	I want to give feedback but find I am often too busy	I give feedback when people get things wrong or have made a mistake	I find time to give balanced feedback on a regular basis
When people make a mistake...	I blame them and make sure they know it was their fault	I help them understand what they did wrong and ask them not to do it again	I help them understand why this happened and how they can learn from it
When someone is underperforming...	I assume they are lazy and they just don't care	I will give them a second chance and hope they improve over time	I try to find out why this is happening so I can help and support them to improve
When I want to motivate someone...	I tend to do what has worked for me	I appreciate they may be different to me so try other things...	I learn about what matters to them and encourage them to talk to me
When someone doesn't agree with me...	I try to convince them they are wrong	I give them a chance to say why and then tell them why they are wrong	I ask questions to encourage them to share their ideas and genuinely listen to their views and opinions
When running team meetings...	I do all the talking and hope the team finds it useful	I try to get people involved by asking if they have understood at the end	I put people at ease, make sure they feel confident to speak up throughout the meeting and encourage them to share ideas

Once you have completed the self-assessment find out below what this means for you and use it to help you identify any areas for development

Mainly As: you are likely to be demotivating your people.

Mainly Bs: you are aware of how to motivate but there is room for improvement.

Mainly Cs: you understand how to motivate your people and are doing a great job!

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