

## 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
<b>When I explain what I want people to do...</b>	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
<b>When I delegate tasks...</b>	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
<b>When I have a new starter...</b>	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
<b>My approach to giving feedback is...</b>	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
<b>When people make a mistake...</b>	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
<b>When someone is underperforming...</b>	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
<b>When I want to motivate someone...</b>	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
<b>When someone doesn't agree with me...</b>	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
<b>When running team meetings...</b>	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
<b>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</b>			

**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!

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 going a great job!