










Motivating Team Members

In Times of Change

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| Motivator | | Idea 1 | Idea 2 | Idea 3 |
|-----------------|---|--|---|---|
| Searcher |  | Explain how to achieve vision over next six months | Get them focused on helping customers/colleagues more | Increase feedback offered |
| Spirit |  | Stress empowerment and new autonomy with use of time | Increase scope of their decision making | Draw on their entrepreneurial tendency to help increase sales |
| Creator |  | Encourage new ideas to improve response to change | Ask them how they also innovate with business practices | Reduce or abolish unnecessary routine tasks |
| Expert |  | Keep up to date with detailed information & plans | Provide training/coaching to help them stay current | Encourage them to provide mentoring & coaching |
| Builder |  | Set out new challenges and targets to beat | Provide clear financial incentives | Set goal of being the best despite impact of change |
| Director |  | Increase responsibilities suitable for the level of change | Specifically, make them mentors | Talk more freely about future career path |
| Star |  | Invite individuals to shine by going that extra mile | Involve them in raising the profile of the team | Find ways and methods of implementing public praise |
| Friend |  | Ask for more cooperation to work through the change | Reward ideas that demonstrate collaborative working | Emphasise commitment to them and the team now and though the change |
| Defender |  | Ensure everything operates effectively, especially safety | Keep update s and communications following regularly | Review policies and procedure fitness for purpose |