

Motivation Is For Wimps

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A lot has been written about how to create a motivated work environment. Yet, with so much material available why do we still have so many offices and companies with work environments that are so un-motivating?

We don't believe that anyone sets out to create a bad work environment. We can't imagine business owners or CEO's sitting around saying, "How can we make sure that our employees are unhappy, unchallenged, and constantly looking over their shoulders? How can we create something here that is really repressive?"

Then again, maybe they do!!

Personally we think bad, unmotivated work environments are created by well-intentioned people who underestimate the talents and abilities of those around them. These well-intentioned people are doing their best to make sure that all of the workers are happy. In trying to do so, they create exactly the kind of environment that makes most people unhappy.

How do you create an unmotivated working environment?

Here is our list of the top 10 things you can do to create an unmotivated, repressive work environment.

ECI's Top 10 Ways to Create an Unhappy Workplace

1. Don't share the big picture goals with the organization. Let's face it; most employees don't care about their jobs anyway. They are just there for the money. Don't waste time trying to tell them about the company's goals, place in the market, or what the company will be doing in the next 3 to 5 years.
2. Create two levels of employees (Management and Workers) and make sure that you keep them separated. Most common employees can never understand the complexities of management, so it's best to keep them buffered from all those complicated decisions.
3. Drive productivity through reduced staffing. Nothing makes employees more productive than having to do the same work with 25% less people. Reducing staff will also keep the remaining workers fully motivated.
4. When reducing staff, always do it in increments. Say, 10% this month and then 10% again in two months. Wait about 3 months and then do another 10%. By spreading things out this way, you are making it much easier for the employees to plan for the fact that they will likely be laid off soon.
5. Discourage innovation from the employees. After all, no one likes change, so don't let the employees rock the boat with suggestions as to how to make things better. Those suggestions probably aren't very good anyway.

6. All employees doing the same job should be paid the same amount, regardless of production. This means that Sally, who produces 100 widgets a month, should be paid the same as Bob, who spends most of his time surfing the internet and produces 40 widgets each month. For that matter, pay Sally less. After all, she is a woman.
7. When management openings appear, always make sure that you look outside the organization rather than inside. After all, if you had any really good employees, they would already be managers.
8. Everybody hires bad employees, and you probably did too. Don't worry about it, though. All of your employees quickly become friends and they don't mind carrying the extra work caused by the hiring of unqualified people. The important thing is to never admit that you made a bad hire by moving the bad employee to a position that they are better qualified for or worse yet, by firing them.
9. Never miss an opportunity to correct one of your employees in public. While a good tongue lashing at a staff meeting may embarrass someone for a few minutes, it will make them stronger in the long run. You really are doing them a favor, plus the other employees will respect and admire your honesty.
10. Training and coaching are a waste of time and money, especially for your best employees. Face it; they're already your best employees, so why try to make them better? In fact, it's best to spend any training dollars you have on your worst employees or spread it evenly across all employees. That way the people who don't have the drive to improve themselves have the same opportunity as those who really do have the internal drive.

An engaged and energized workforce leads to higher productivity, reduced costs, improved customer service, and increased profitability. Employee engagement happens when your Corporate Culture, Leadership Style, and Employee Expectations are in synch.

The Fusion Program from ECI Learning Systems is designed to align these 3 concepts in your organization – engaging your employees and creating positive energy that will propel your company to new heights.

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