

Frontline

A NEWSLETTER FOR SUPERVISORS FROM REACH EMPLOYEE ASSISTANCE

Motivating Your Workforce



While sustaining motivation is a shared responsibility between employees and supervisors, there are initiatives that can make a positive contribution to this effort. Consider the following motivators:

- Have employees participate in projects from the ground up. Then empower “task teams” to tackle projects and solve problems.
- Give employees as much autonomy and discretion as reasonably possible in meeting their assigned objectives.
- Vary routines while asking employees for input and how things might be done differently. Then explore and implement employee suggestions that are reasonable to improve team efficiency and operations.
- Make sure employees have the resources necessary to accomplish assigned tasks. This might mean sending them to a training class or reorganizing their workspace to create more ergonomic efficiency.
- Make work an enjoyable experience. This may be accomplished by celebrating accomplishments and team successes with e-mail announcements, a pizza lunch, or an informal “thank you”.
- Be a positive role model when working with staff and clients. If you are in a bad mood or have personal concerns it will affect your employees. Remember REACH is a confidential service to assist you as well as your staff.
- Remind your staff that REACH assistance is available if emotional support is needed.

Consultation Services

REACH provides consultation services for a variety of concerns that may affect you in your role as a supervisor. As well as providing confidential short term counseling, assessment and referral services for personal and professional concerns, REACH is available to advise you on the following employee related challenges:

- **Mental Health**
- **Substance Abuse**
- **Critical Incidents**
- **Violence or Threat**
- **Leadership Skills**
- **Job Performance**

To speak to a REACH supervisor consultant call:

1-800-273-5273



www.reachline.com

REACH EMPLOYEE ASSISTANCE, INC.

“Caring is our business”