

Tips To Motivate Employees Through Tough Times

Tips To Motivate Employees Through Tough Times

When businesses are going through tough times, it's normal for employees to feel anxious. How can People Managers help their employees remain engaged and motivated through these challenges? Here are our tips.

1. Talk to each employee confidentially about their stress levels and work with them to create a plan to manage it.
2. Maintain an 'open door' policy. Make sure you are readily available for your team members to talk to.
3. Remember: it's important not to give false assurances or make promises you can't be guaranteed to deliver on. There may also be information that you are simply unable to share with employees. Do the best you can to validate their feelings while maintaining discretion where needed.
4. Focus on 'business as usual'. Don't let normal leadership practices such as performance reviews lapse. You don't want to unnecessarily influence feelings of uncertainty about job security.
5. Continue to initiate development conversations and discuss career progression opportunities within the business for the future. Help your team set and achieve realistic goals.
6. Manage demotivated and disengaged employees before negative morale spreads through your entire team. Stop the 'rumour mill' through clear, open, and honest communication. During unsettling times, employees crave information and effective leadership.
7. Resist the urge to share your own concerns with your team members, as they could cause undue stress in others. Instead, develop strategies for dealing with personal stress away from your team.
8. As much as possible, remain upbeat and confident- your positive energy will influence others'. Demonstrate resilience in coping during difficult times. Employees will look to you to gauge the seriousness of the situation and may panic if they sense apprehension. Lead by example.



Contact Us

Let's talk you through your needs and how we can best assist you.

Give us a call directly on one of our office numbers, or email us, and we'll get back to you quickly and responsively.

Email:

info@cdlinsight.com

Auckland

Tel. + 64 9 300 3292

Wellington

Tel. + 64 4 499 9774

Christchurch

Tel. + 64 3 366 0711