

# Philip Pelusi Talent Development

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Educational #3

## **12 Ways To Inspire Your Team Members To Be More Engaged and Motivated**

Job satisfaction doesn't always mean financial rewards. Many people attribute being happy with their jobs and feeling like they are a valuable part of the team as what gives them job satisfaction. Being appreciated consistently and getting feedback on their performance can affect a salons' chance of keeping employees motivated.





# Taking the Steps to Ensure You Motivate and Inspire

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As a Talent Development Leader, you will need ways to inspire your team members so they stay motivated and engaged. Often you or team of leaders will become wrapped up in the daily whirlwind of salon happenings. This can draw your attention to the issues standing before you, causing you to forget to take the time to encourage and reward your team members. This can cause them to lack in motivation and feeling valued.

## Inspire your team members to be motivated and engaged:

1. Keep your promises to them. If you made certain promises when you hired them, and you should have, then your employees expect you to keep your promises. Things like pay, working conditions, training, progress reviews and job security are basic expectations.
2. Challenge your team members. Those employees who are the most sought after seek challenges to help them grow and learn. This means all employees regardless of their years with your salon.
3. Never use fear as a way to motivate creatively-minded team members. Making your team members fear the loss of their job or status will only lower morale and energy levels.
4. Use their creativity as a motivator. Give them projects that let them use and show their own creativity. They will take ownership and pride in the final result.
5. Don't be too strict and formal with rules. Instead, you should have clear standards and a vision of how the salon should operate. Communicate it to them often. Stick to the standards fairly but allow for a little wiggle room when it is needed.
6. Know your team member's personal goals and values. This lets you see how you can inspire them and keep them motivated. Pay attention to their lives outside of work. Showing them they are valued as team members and you will gain their respect.
7. Outline clear career paths for each team member based on their desired pathway to success. Use their "Getting to Know You" Form at every review and career discussion.



8. Make sure your team members have what they need and want. Don't take for granted they have all the tools or the training they need or the support they need from your leadership team. The only way to know for sure is to ask, and ask often.

9. Keep the lines of communication open. Make sure you make them aware of all upcoming training. Use your Creative Workshops and Daily Huddles as ways to disseminate information. Ask questions and if they don't understand or are confused about something, find a way to get the message to them in another format or wording.

10. Coach them for success. Practice random acts of kindness. Give useful but positive feedback often. Give feedback in a way that encourages your team members to continue doing good work. If you must give negative feedback, do it quickly and privately. Never discuss problems while other team members are present. Don't forget to say "Thank you" to team members who have done a good job.

11. Treat all your team members the same way and with respect and trust. Use your best judgment and experience when problems arise. When you make a mistake apologize and admit you're wrong. Your team members will relate to this and you will earn their respect for being honest.

12. Make work fun. Smile. Be the first to say "Hello" when team members walk through the door. Making work fun lets people be more relaxed. And when your team members are made up of creative-minds, you will find that if they are relaxed, their work will take on a more creative flow which will make your salon stand out from all the rest.

**No matter how many team members you have, your turnover rate will drop drastically if employees are happy in their jobs.**

**They try hard to be better at what they are doing, employee morale stays high and your salon environment will be more enjoyable for all involved.**