<table>
<thead>
<tr>
<th>Challenge: Motivating Staff</th>
<th>The Role of the Supervisor</th>
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| Place employees where they have the opportunity to excel | ✓ Find individual motivators.  
✓ Tap into each employee’s passion. When people are passionate about their work, performance increases. |
| Allow staff to develop their approach to achieve stated objectives | ✓ Delegate decision making. |
| Acknowledge and reward employees | ✓ Set up a good, realistic, and challenging performance plan.  
✓ Provide regular feedback to employees on how well they are doing.  
✓ Provide adequate training when needed.  
✓ Recognize employees and look for ways to reward performance quickly and often. How you reward positive behaviors is less important than the fact that you actually do it.  
✓ Provide growth and advancement opportunities.  
✓ Treat employees fairly and with respect.  
✓ Make time for fun. Schedule team activities such as pot luck luncheons and work retreats. |
| Communicate information as it is received | ✓ Share compliments and feedback you receive about that employee.  
✓ Give constructive feedback and do it in private  
✓ Keep employees informed and take time to listen. |