



Mintago

# The Game-Changing Guide to Keeping Your Team Motivated

# Who is this guide for?

A helpful guide for business leaders and HR professionals, to implement effective strategies to help keep your employees committed and invested in the success of your business.

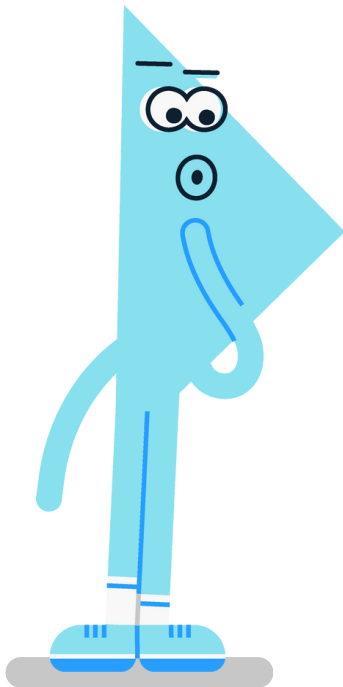
## Contents

- 1 Introduction
- 2 Understanding what motivates employees
- 3 Building a culture of engagement
- 4 Assigning interesting and challenging tasks
- 5 Rewarding and recognising achievements
- 6 Encouraging career development
- 7 Getting ahead of the competition
- 8 How Mintago can help

# Introduction

## Keeping your team motivated

In today's fast-paced and constantly changing business environment, it is more important than ever to retain talented employees to drive business growth and success.



With employees being the backbone of your business, their wellbeing is essential for maintaining a competitive advantage over other companies. Failing to keep your team motivated and engaged can result in increased staff turnover, decreased productivity and higher levels of absenteeism within your organisation.

Due to this, it is essential to implement effective strategies to help keep your employees committed and invested in the success of your business.

**Within this guide**, we will explore some actionable steps you can take to motivate and retain your employees, ensuring that your business continues to grow and thrive in this ever-changing economic climate.

# Motivation

## Understanding what motivates employees

To keep your team motivated, it is important to understand what drives them. Different things will motivate different individuals, however, there are some common factors which should be considered.

Many employees are motivated by receiving rewards and recognition for their hard work in the form of bonuses, promotions or an effective workplace benefits policy. Other motivating factors include opportunities for growth and development within the organisation, with many employees finding purpose in aiming for the next step in their careers.

Ultimately, a good relationship with their employer is likely to motivate employees by ensuring that they care about the success of the business and their role in achieving this.

It is beneficial to you as an employer to understand what motivates your employees and to create a working environment that supports and fosters these motivating factors. Motivated employees are likely to be more engaged, productive and satisfied in their roles.



# Motivation

## Building a culture of engagement

Creating a culture of engagement is essential for keeping your employees motivated. This involves ensuring that your team feels valued, empowered and supported. The key to building a culture of engagement is communication, as employers who regularly converse with their employees and value their ideas are far more likely to gain respect and therefore retain staff.

An employer who exhibits strong leadership skills can motivate employees to continue to work hard and strive to complete tasks to the best of their ability. It is also essential to listen to your team's views and consider any feedback when moving forward with projects. This encourages employees to take an active role in the company and get involved with future tasks.

## Assigning interesting and challenging tasks

Another way to engage and motivate your employees is to assign them tasks which play to their strengths and encourage them to develop their skills. This will ensure that talented team members are inspired by their work, and are not left feeling demoralised.

Another idea is to set tasks which involve different departments across your organisation working together. This will give your team the chance to broaden their horizons and get involved in assignments that they would not usually undertake. Some employees may discover enjoyment in these new tasks and can be called upon to help with such work in the future, increasing workplace productivity.

# Motivation

## Rewarding and recognising achievements

This is arguably the most important factor to consider to keep your team motivated. Those who feel appreciated and valued by their employer are more likely to put large amounts of effort into their tasks, driven by praise and positive feedback. Employees who are rewarded consistently for their efforts are also more likely to work for your business for a longer period of time, reducing staff turnover and associated costs.

Ways of rewarding and recognising your team's achievements include offering bonuses, providing incentives for hard work such as vouchers and extended time off, and offering flexible working schedules.

By providing employees with such incentives you stand out from the competition, with this helping with future recruitment efforts.

It is vital that you tailor your approach to rewards and recognition to the preferences of your team. For example, some employees may like to receive recognition in front of their colleagues, whilst others may prefer a more private show of appreciation.



# Motivation

## Encouraging career development

Encouraging career development is a great way of motivating your employees, especially those who are keen to have more responsibility and progress within the business. Providing constructive feedback and insights into how employees are performing and how they can reach personal goals will help to encourage them on their journey, and make them feel that they have something to work towards.

Training opportunities could be offered to employees keen to grow their skill sets, with this showing that you are prioritising their development and are investing in them and their growth. Employees who undertake regular training are also more likely to learn new skills which they can bring to their role, with this improving overall business performance and fostering a dynamic team culture.

## Getting ahead of the competition

By taking the time to consider and evaluate ways of keeping your team motivated, you can stay ahead of the competition in a competitive employment market and retain and attract top talent.

Levels of workplace absenteeism are also likely to decrease, as motivated employees will feel happier at work and therefore experience decreased work-related stress.

By implementing the strategies outlined in this guide, you will be well on your way to keeping your employees motivated and engaged now, and in the future.

# How Mintago can help

**Navigating the financial wellbeing technology landscape may seem a little challenging, but Mintago offers a straightforward, user-friendly solution that makes it easy for you to provide high-quality guidance and assistance to your employees.**





# Mintago Tools

Our platform provides all the tools and resources your employees need to take control of their finances and cope more easily with the cost-of-living crisis, including access to:



Expert financial advisers



Online masterclasses and over 1,000 pieces of educational material



A Money Helper AI tool, to help them control their finances



A pension dashboard, that allows full pension management



A Pension Hunter tool, to locate lost pension pots



The Mintago Score tool, that provides a full financial health check

With Mintago, you can empower your employees to get to grips with their finances and gain greater financial security, giving you a happier, more productive workforce, ready to contribute to your business's success.



# Next Steps...

If you would like to learn more about how Mintago can help you support your employees' financial wellbeing and combat the cost-of-living crisis, get in touch today.



# Mintago

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Start supporting your employees'  
financial wellbeing with Mintago today.

[www.mintago.com](http://www.mintago.com)

