



We put people to work.

Sunnyvale: 408.735.1420 | Pleasanton: 925.416.9707 | www.westvalley.com

TOP FIVE WAYS TO MOTIVATE YOUR EMPLOYEES

1. Set challenging goals

People strive to achieve what is expected of them. If challenging goals are set, your team will work hard to accomplish them, providing they are realistically attainable. Competition can also help to stir things up in a positive manner. Create a friendly contest that can be fun and boost morale, while still maintaining professionalism.

2. Get them involved

Involve employees in decisions that directly affect them. They often have insightful ideas that can make a significant difference and many employees want to be involved in the ongoing development and progress of their company.

3. Give credit where credit is due

Celebrate individual and team performance; when someone performs a job well done, say so publicly. Catch people doing something right and focus on recognizing excellent performance with positive reinforcement, awards, congratulatory notes, a round of applause, etc.

4. Get to know your employees

Spend time meeting one-on-one to learn more about their personalities and learn what makes them tick. Observe their individual performances and determine their strengths and weaknesses and what is needed to give them the push they need. Remember that each employee is unique and the same motivation will not work for everyone.

5. Don't micro-manage

Constantly looking over employees' shoulders will let them know they are not trusted and they won't take responsibility for their tasks. Create a sense of ownership for employees by having them develop and oversee a particular project – believe in your people.

West Valley Staffing Group offers an extensive range of staffing services to support projects of every size, scope, and complexity, keeping in mind that each program we develop is unique. We are uniquely comprised of four specialized companies:

- West Valley Engineering
- Prostar Staffing
- West Valley Technology
- Accountants Now!

Sunnyvale Office
390 Potrero Avenue
Sunnyvale, CA 94085
408.735.1420

Pleasanton Office
5690 Stoneridge Drive
Pleasanton, CA 94588
925.416.9707

www.westvalley.com