

## Maintaining High Morale amongst Your Staff

High morale is vital if you are to maximise the performance of your staff. It impacts on every facet of your organisation's overall effectiveness. Without high morale the feeling of success will always elude your team no matter what incentives are in place. At the risk of labouring the point, I believe, high morale is the cornerstone of any successful organisation. So how do you create, maintain and continue to build it? The short answer is to lead by example. In practice it is a little more difficult than this, but it is most certainly achievable. What follows are some guidelines to instil high morale for yourself and throughout your organisation.

**Self-honesty.** Always promote self-honesty by leading by example. Simply put, if you say you are going to do something then go ahead and do it. This is not only good self-honesty but also terrific time management. Ultimately you will only commit to those things that you have time for. Make your word, your bond.

**Response-ability.** Responsibility is really the ability to respond ably in any situation. Promoting responsibility for your own actions sends a clear message to others that they too should hold themselves accountable for the job they do. By taking responsibility people are less likely to get into blaming the system, the organisation or the technology. Instead they will look for solutions.

**Integrity.** Always act with total integrity. Know that the things you are doing are aligned with your beliefs and your core values. People can easily tell when you are being congruous and sincere, and are therefore more inclined to reciprocate in kind. Centre yourself in your own competence, and always be true to yourself and others (especially when they are absent)

**Trust.** Be prepared to follow through what feels right for you. Trust in your personal confidence. Trust that what you have done is good enough. Don't buy into perfectionism. Trust in your team, and in the job they have been delegated to do. And then, when you catch them doing something right, acknowledge them.

**Risk.** Take risks and be prepared to except the consequences. Create a willingness to go with the unknown. Allow creativity to flow through and around you. Reward risk-taking as a part of necessary growth. Be prepared to step into the unknown with your staff – you never know what you may find.

**Listen.** Listen, not only to others but also to your higher-self and your purpose. Listening to your heart will build trust with your intuition. Value yourself for who and what you are right now. And encourage others to do so. Don't seek the approval of others, seek the approval of yourself. Then, and only then, will your motivation become intrinsic.

**Self Honouring.** Have a quiet sense of self respect in everything you do. Reward yourself for tasks well done, irrespective of the significance of that task. Don't wait until the job is completed, honour yourself every step of the way.

High Morale and self-esteem are contagious. But they begin with you. In the final analysis, honesty begets honesty, respect begets respect and trust begets trust. The best managers don't just manage – they lead.

### **Specific Action Steps**

Choose one of the seven attributes above and commit to working on it this week. Tell others of your intention and enlist them in encouraging you to live up to your commitment. Once you have mastered this attribute you can then lead by example.

Look for others exhibiting these attributes and openly reward them for their efforts. Create a reward system which acknowledges acts congruent with your organisations 'high-morale' values.

### **Motivational Quotes:**

“Be yourself. Especially do not feign affection neither be cynical about love for in the face of all aridity and disenchantment, it is a perennial as the grass”

-Extract from Desiderata...Max Ehrmann 1927

“All truly wise thoughts have been thought thousands of times; but to make them truly ours we must think them over again honestly, till they take root in our personal experience”

-Goethe

"What you do speaks so loudly that I cannot hear what you say"

-Ralph Waldo Emerson

© Terry Power web: [www.terrypower.com.au](http://www.terrypower.com.au)