TASK 4 : Motivational Strategies

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| GOAL | EFFECT OF THE JOB VIA | Action a Middle leader  Could take to increase motivation |
| Comfort | Income, level of stress, working conditions | Reduce the stress level by removing certain responsibilities, Enhancing the skills on the given job by making the person attend training sessions sponsored by the company.  Increasing pay by recommending to the higher-ups. |
| Structure | Clarity of responsibility,Prescriptive rules, job security, clear expectations of performance | Intrinsically motivate the team through a motivational talk that clarifies all the doubts. |
| Relationships | Opportunities to talk to colleagues, Sharing of responsibility, time spent with work colleagues out of work hours, shared objectives, trust. | Encouraging teachers to work collaboratively and spend time together to learn and share, Making pragmatic leaders within department to oversee and guide the group . |
| Recognition and status | Job titles, promotion, public recognition of achievement, clear criteria for judgement of performance appraisal systems, perks. | Motivation al talks at meetings and clear instructions on appraisals and monitoring of performance, Promoting the right candidates who are deserving. |
| Power | Influence over colleagues  Work, influence over the working conditions of colleagues,symbols of authority | Being subdued and use power only when required. To be warm and friendly and recognizing the strengths of individuals. |
| Autonomy | Opportunity to develop own ways of working, freedom from over monitoring; opportunity to pursue pet projects or ideas: opportunities for professional development in so far as these are chosen by the individual. | Placing trust on teachers to complete their work and providing them the required guidelines to do so, motivating teachers to draw a plan of action for the CPD and assisting wherever help is required. |
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