**How to Motivate and Inspire Your Team**

Want to motivate your team and get them to work better and faster?

Then you should just offer them bonuses for working harder and faster right? Or introduce the threat of punishment for those who take too long?

Wrong!

When you introduce penalties and rewards, you encourage faster, sloppier work that is more likely to lead to mistakes. What’s more, is that you encourage people to step on each other to get to the top. *And* you stifle creativity!

So what do you do instead?

**Intrinsic vs Extrinsic Motivation**

The problem is that both of these solutions involve extrinsic motivation. That means that the motivation is coming from elsewhere; that the activity is not rewarding in itself. This means that the team will simply want to finish fast and go home!

Conversely though, if you can make it so that the activity *itself* is rewarding, then you’ll find they naturally work harder of their own volition.

So how do you create this change?

**Ownership**

One solution is to give your team some degree of ownership over what they are doing and to give them credit for their rewards. A good way to do that? To put their name on what they create!

There is a big reason behind why this works and that is that it gives them a sense of pride in their work. That in turn makes the work rewarding – this is *their* project. If it goes well, then they can brag about it. And if they can brag about it, then it will benefit them.

At the same time, it’s also important to give your team some degree of *control* over what they are doing. That means making sure that they can make decisions if they need to and take the necessary responsibility that comes with that. Once again, this makes the project feel more like it is really ‘theirs’ and it makes them much happier to work longer hours as a result.

Of course there are other ways you can make work fun too! Introducing lots of breaks, changing the working environment and even gamifying certain aspects can all make a big difference to the way that your team work and behave – so give it a go!

**The Biggest Tip**

But the biggest tip of all? Make sure you have the right people on your team in the first place. Some people just *won’t find* what you’re doing exciting. And they’re the wrong people for your organization!