



8 Powerful Ways to Energize Your People

1) Ask for input.

Begin to recognize and tap into the resource of information, experience and creativity already present in your people. You may discover a brilliant solution, a hidden issue or an essential future opportunity. As importantly, your people get to be heard. Being asked conveys a sense of value and regard, both of which inspire confidence and mutuality.

2) As often as possible, let your people determine their own goals and action. Leadership can certainly convey trajectory and desired outcome, but let the details and specifics emanate from those doing the work. This act instills ownership and with that, a greater investment in both the process and the result.

3) Invite people to adorn their own workspace so that it feels personal and expressive.

For over half of their waking hours, many people are living and operating in a workplace or office. As their “work home,” it’s important that it be both comfortable and supportive. Creativity, right action, attitude and behavior are impacted by environment. Trust people to know what type of personal environment will aid them to be and do their best.

4) Start a connecting ritual...once a day OR once a week OR once a month. There are so many ways to design a connecting ritual with your people. Some leaders begin each day with a brief 5 or 10 minute pep talk. Others begin or wrap up the week with an “all hands on deck” group meeting or call. Various other options include Friday afternoon pizza or a monthly breakfast brought in. What’s discussed is as varied as the get together, and a perfect opportunity to speak to company values, mission and vision.



5) Spend time with your people at the office.

This is a simple act of being yourself with your people. Dropping by and asking how they're doing. Keep it easy, honest and unscripted. This is quantum level connecting.

6) Share the compelling company mission and vision...and often.

As importantly, connect them and their contribution to that vision. Help them to recognize the value they bring to the whole. The more integral people see themselves to the successful outcome, the more vested they become. This shows up in both work and attitude. "Put me in coach. I'm ready to play."

7) Train your managers to also coach and facilitate.

Coaching is a skill and like all skills, learned and practiced. Through it, you can unlock purpose, passion and potential. A good rule of thumb is manage the non-living aspects of business; coach and facilitate the living ones. Excellence isn't managed, it's unleashed.

8) Have some fun.

Work as soul-sucking struggle and drudgery is so pre-twenty-first century. Pyramid-building, galley-rowing, railway-laying...gratefully, that's not the type of work most people perform these days. So, let's also ease up on the work-as-hard-effort and struggle mentality. The greatest creative achievements are most often born of passion and purpose. That doesn't mean the work isn't challenging, but the mindset is energized and expansive. Introducing the element of fun to the workplace, inviting people to smile, laugh and enjoy being there, elevates everything...including the work.