

Great News, Boss—We Won the Lottery! By Kathi Guiney SPHR, GPHR- President YES! Your Human Resources Solution

Your employees' pool just won the lottery! After you finish cheering, a cloud forms over your head. If you have lost the leverage of paying a salary, how will you motivate them to stay and work hard?

As employers salary is our go-to motivator for employees, but studies have shown that salary does not always top employees' lists. Certainly the millions of folks who volunteer for charitable causes aren't motivated by money.

If salary is not a motivating factor, how do you marshal your teams to volunteer their time with passion?

1. Communicate an inspiring company mission. Explain how each project makes the company better, the customers happier, or the business more profitable. Employees like to know how their work is making a difference.
2. Establish clear goals so achievement can be measured. This helps instill a sense of purpose.
3. Recognize a job well done. Who doesn't want to feel good about their efforts?
4. Seek input and feedback on decisions. Employees will feel valued if their opinions matter.
5. Offer learning opportunities that foster personal enrichment and growth.
6. Business can get serious so laugh when you can! Have a team luncheon or go bowling!

To find out exactly how to motivate employees who aren't in it for the money, let's look back to the September 2012 OC Business Journal **YES!HR article**, "Wait, Don't Go! – The "Stay Interview."" Remember that regularly asking employees what they value in their job is the key to understanding how to motivate them to stay even if financially they do not have to!

The likelihood of your team becoming overnight millionaires is a long shot, but the exercise to determine the intrinsic rewards of working for your company is a good one to do at least once a year.

There's more to employee motivation than just salary!