

# Team Building

## Prescription for Greater Motivation

You can build value into people's work, and you can increase their expectation that they can be successful in attaining the rewards they want, by following these five steps based on expectancy theory:

### Five Steps for Building Value in to People's Work:

1. **Tell people what you expect them to do.** On a regular, periodic basis, tell employees what your goals are as well as your standards of performance. People need goals. There isn't any human activity without them. Don't assume that they know what you want. Tell them as specifically as possible.
2. **Make the work valuable.** When you can, assign people to the kinds of work they like and can do well – work that they regard as valuable to them. Give them work that enables them to achieve their personal goals, such as growth, advancement, self-esteem, professional recognition, status, and the like.
3. **Make the work doable.** Increase employees' confidence that they can do what you expect by training, coaching, mentoring, listening, scheduling, providing recourses, and so on.
4. **Give feedback.** When employees try to do what you expect, give them feedback on how well they are doing. Positive feedback tells them what they need to continue doing; criticism helps them correct mistakes.
5. **Reward successful performance.** When employees have done what you asked them to do, reward them with both monetary and non-monetary recognition.

Note: The above is geared toward the employer/employee relationship. The same concept would apply to Lions Volunteer service.