Motivating & Rewarding Staff in Turbulent Times
Thursday, April 7, 2011

Below are the notes taken from discussions of both groups. Thanks for your participation!!!

<table>
<thead>
<tr>
<th>9:15AM to 10:30AM Session</th>
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<tbody>
<tr>
<td><strong>Challenges</strong></td>
</tr>
<tr>
<td><strong>Energizers</strong></td>
</tr>
<tr>
<td>Focused on other people’s needs rather than their job</td>
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<tr>
<td>Spends too much time in social activities; too much interaction with staff</td>
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<tr>
<td>Due to the above, their workload can grow and become a challenge</td>
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<table>
<thead>
<tr>
<th><strong>Best Practices</strong></th>
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</thead>
<tbody>
<tr>
<td><strong>Energizers</strong></td>
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<tr>
<td>Set SMART goals</td>
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<td>Need continuous growth opportunities</td>
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<table>
<thead>
<tr>
<th><strong>Ideas</strong></th>
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<tbody>
<tr>
<td><strong>Energizers</strong></td>
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<tr>
<td>They easily build trust with others—in and outside unit</td>
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<tr>
<td>Analyze the extent of all their talents</td>
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### Challenges

<table>
<thead>
<tr>
<th>Energizers</th>
<th>Mavericks</th>
<th>Strategists</th>
<th>Preservers</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Hard to maintain their focus</td>
<td>• Doesn’t like details</td>
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<td>• Doesn’t take well to change</td>
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<td></td>
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<td></td>
<td>• Can be hard to build trust with them</td>
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<td>• Have to have a lot of patience</td>
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<td>• Provide constant praise</td>
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### Best Practices

<table>
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<tr>
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<tbody>
<tr>
<td>• Let them join professional groups</td>
<td>• Be sure to follow-up on project details</td>
<td>• Communication</td>
<td>• Have an open door policy</td>
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<tr>
<td>• Give them stretch assignments such as leading a meeting</td>
<td>• Let them attend organization/time management classes</td>
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<td>• Spend time with them</td>
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<tr>
<td></td>
<td>• Provide resources so they can learn new things</td>
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<td>• Build a work trusting work relationship</td>
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<td>• Provide proper recognition</td>
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### Ideas

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<tr>
<td>• Work with other people like themselves</td>
<td>• Training on organizational skills</td>
<td>• Come to them the next time you need their skills again</td>
<td>• Let them use their collaborative skills</td>
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<tr>
<td>• Let them attend the events they have planned</td>
<td>• Let them take ownership of their projects</td>
<td>• Once praised, they want more projects to get more praise</td>
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