



# 6 Tips for Motivating Lazy Employees

Do you have an employee who strolls in at 8:47 every day instead of 8:30; has a reputation as a clock-watcher; has been known to take two-hour lunch breaks; and is just slow and uninspired in everything they do?

If this sounds familiar, you're not alone.

Many businesses have at least one less-than-motivated employee that they can't seem to get moving. Considering the cost it takes to terminate an employee and hire someone new, though, is there anything you can do to light the fire under a lazy employee?

As one of the leading staffing agencies in Overland Park, KS, we at Morgan Hunter think there is. Here are some tips to help you:

## **Tip #1: Be Clear About Goals.**

One reason an employee may feel unmotivated is that they're not clear about your expectations and goals for them. So make sure they know what their priorities are and the timeline in which you expect them to complete those responsibilities. After all, if they don't know what you want them to do and when you want them to do it by, they can't meet your expectations.

## **Tip #2: Pop in Unexpectedly.**

Swing by your lazy employee's office or cubicle unexpectedly during the day to check in on them. You may be surprised at the increased level of productivity an employee suddenly demonstrates when they don't know when to expect you to stop by and check in on progress.

## **Tip #3: Offer Incentives.**

If your lazy employee is getting back on track and you want to maintain their level of productivity, then offer incentives for achieving certain goals or milestones. One

word of advice, though...ensure the goals are achievable, otherwise you'll discourage your employee.

#### **Tip #4: Tap Into Personal Desires.**

How well do you know your employee? If you know them well, on a personal level, you can tap into their personal desires and goals to help you motivate them to succeed.

#### **Tip #5: Be a Good Leader.**

If you don't command respect and haven't developed a strong bond of trust among your staff, then some employees may not care much about whether or not they do a good job. But when an employee feels loyal to you and thinks you treat them well, then they will be much more likely to work hard and help you reach company goals.

#### **Tip #6: Make Wise Hiring Decisions.**

Sometimes, no matter what you do, you can't motivate an employee to get the job done. This may be due to problems with your hiring process, whether a candidate wasn't evaluated thoroughly enough or a decision was made under a time constraint.

So next time you hire, look for people who are proven self-starters, ambitious, and a great fit for the position and your company.

#### **Need Help Hiring?**

If you do, let us know. As one of the leading staffing agencies in Overland Park, KS, Morgan Hunter has been helping local companies secure their most important asset – people – since 1986. Let us help you

too! Contact Morgan Hunter today to learn more.

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*Specialized areas include: Administrative, Accounting & Finance, Human Resources, Information Technology, Sales, Marketing and Advertising*

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Morgan Hunter | (913) 491-3434