

# Godalming Business Club Reward - 18 November 2011



## Motivating & De-motivating

The following rewards were ranked as the most motivating by the delegates of the November Godalming Business Breakfast Meeting:

### Motivating

1. Being thanked and even the odd word of praise now and again - costs nothing!
2. Having a really good understanding of where the business is going.
3. Believing that I can have my say easily and fearlessly.
4. Having freedom to decide how to go about the tasks necessary to achieve the results that I have agreed and am committed to.
5. Being trusted and relied upon and being given not just responsibility but also matching authority.
6. Having access to training not just in relation to my present duties but to develop for my future.
7. Having a role in winning decent new customers and being properly acknowledged for it.
8. Being able to influence when and where I work and having related flexible working policies.
9. Being respected and taken seriously as a person caring about the business as a whole.
10. Having the possibility of becoming a shareholder, share options and ESOPs.
11. Being involved in projects or problem-solving work beyond the scope of my main job.
12. Being rewarded for exceptional effort acknowledging that not everyone puts in the same amount all the time.
13. Having the chance of getting interesting new work allocated to me.
14. Cost-efficient benefits - pension contributions, company car, private medical insurance, days off, gym membership.
15. Being acknowledged across the organisation for specific innovations or accomplishments.
16. Tax efficient packages such as Employee Benefit Trusts and possible successors thereof.

## De-motivating

The following are some actions at work that would de-motivate the delegates of the November Godalming Business Breakfast Meeting:

- Bad working environment.
- IT issues.
- Internal politics.
- Lack of respect for the individual by those more senior.
- Paying one person more/less for what seems to be the same job.
- Staff leaving.
- Loss of bonus or changing bonus terms mid-term.
- Not being given credit for a good job.
- Pay cut.
- Colleagues who find problems but never find solutions.
- Change of structure.
- Goal posts changing.
- Unsupportive managers.
- Being told to desist from using smart phone / social networks in the office.
- A poor pension provision.
- Personality clashes with clients / colleagues.
- Low levels of work.
- Not learning from and reviewing things that don't go well.
- Not having funds to develop and push forward my team.
- Other departments not willing to work with me to provide great service to customers.
- Not having input into what was going on.
- Being underappreciated.
- General refusal by management team to innovate.
- Requirements I am not comfortable with morally or ethically.
- No fresh coffee.
- Having to do something that is not adding value.
- Rumours which are not denied or classified by senior management.
- Lack of communication.
- Knowing that management are suppressing pay.

## LONDON

10 Orange Street  
Haymarket  
London  
WC2H 7DQ

**T** +44 (0)20 7312 0000  
**F** +44(0)20 7312 0022  
**E** [advice@shipleys.com](mailto:advice@shipleys.com)

## GODALMING

3 Godalming Business Centre  
Woolsack Way  
Godalming  
Surrey  
GU7 1XW

**T** +44 (0)1483 423607  
**F** +44 (0)1483 426079  
**E** [godalming@shipleys.com](mailto:godalming@shipleys.com)

## SAFFRON WALDEN

Market House  
10 Market Walk  
Saffron Walden  
Essex  
CB10 1JZ

**T** +44 (0)1799 521301  
**F** +44 (0)1799 523854  
**E** [saffron@shipleys.com](mailto:saffron@shipleys.com)

## BIRMINGHAM

2nd Floor  
3 Brindley Place  
Birmingham  
B1 2JB

**T** +44 (0)121 698 8566  
**F** +44 (0)121 698 8600  
**E** [birmingham@shipleys.com](mailto:birmingham@shipleys.com)