



Career Pathing & Development

- Set general quotas and numbers that an employee can strive to meet, as an individual and within a team.
- Include goals related to an employee's personal development and progress within the company.
- Allow employees to shine in as many areas as they'd like and are able to get involved with.

- Provide employees with as many career development opportunities as possible.
- Encourage them to take courses and training that will increase their experience and knowledge.

Individualized Goal Setting



- Lavish employees with praise and appreciation for jobs done well.
- Tell them what they're doing right and how it benefits themselves, their co-workers, and the company.
- Limit criticism, but when necessary, ensure it is constructive.



Provide Regular Feedback & Appreciation

- Offer alternative "soft motivators" like health benefits, gym memberships, paid tuition, company lunches, and other perks.
- Remember: direct monetary rewards have been proven not to be the best solution in terms of motivating and retaining employees.

Provide Attractive & Alternative Benefits



- Consider your strategy and approach to hiring on the whole: does it take into account an employee's personality or cultural "fit" with the company?
- Find out what drives an individual employee rather than telling them what drives your company.
- Try to accommodate the needs of the employee rather than only looking for what you can get from them. A happy employee is a productive employee.



Important Considerations Overall