



RECURSOS HUMANOS – NIVEL II

As a Manager, Here Is How to Keep Employees Engaged

Feedback is what keeps your employees going, and what helps keep them pointed in the right direction. Feedback helps you reinforce positive work habits, gradually eliminate bad work habits and keep your employees motivated all at the same time. Without that feedback, your problems will escalate, your workers could go off-course and morale will inevitably drop.

Neglecting the individual.

It's easy to think of your staff as "your staff" or as "your team," because they are -- you hired each of them and you expect them to work together under the identity of your brand. But each of those people you hired is an individual, and is wholly unique from the other individuals you hired. Each one has unique strengths, weaknesses and a style of work that demands an individualized management approach.

Trying to use the same management strategy for all your employees -- such as motivating them the same way or providing feedback in the same way -- is an egregious mistake, and it's unfortunately one I see often in the world of entrepreneurship. Give your employees individual attention, and transform your strategies to serve them.