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Time for Points to Ponder

Which does that task need: steps to achieve the end result quickly, or a firm, concrete idea to creatively complete it?

... For successful objective achievements, it is incumbent upon you to know the needs of your subordinates and of the overall company or department objectives. Depending on the task, and also on the experience and attitude of your team, the way you reward them can either inspire or deflate them.

- inexperienced team members may need clear directions on what they did right and shown approval for their work. This can encourage them to continue working in a similar manner.
- team members that know their responsibilities may need feedback on how to improve without the team member feeling devalued or unappreciated.
- nonperformance, or under performance, because what was expected was not made clear needs an explanation of what is required and the team member should not to be reprimanded.
- nonperformance, or under performance, because the task was too easy calls for the team member's duties to be expanded, responsibility increased or external incentives to maintain high performance.
- consistent sloppy work or missed deadlines indicate that the tasks to be prioritized according to the overall company or department objectives.
- a team member's indifferent attitude necessitates increasing the team member's involvement in the planning process.

Do you offer one 'reward' for one 'task completion'? Do you discipline when the assignment is not completed satisfactorily? Are you consistent in your praise or your doling out punishment?

You arouse positive emotions by being consistent in your reinforcements which creates a desire to do more from your subordinates. You promote negative emotions when you are perceived as angry or irritated when you offer criticism or correcting actions.

Conclusion As the boss, you have the ability to help your employees realize their top performance. How you interact with them - the words you use, the signals you send - all affect their performance. Engage your rational mind so your caveman brain doesn't overtake behaviors. [Contact Shari](#) to bring this and other edgy and results-oriented programs to your department.

Reference: Bass, B.M., 2008. The Bass Handbook of Leadership; Theory, Research and Managerial Applications, 4th ed., Free Press: New York

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