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FIVE STEPS MANAGERS CAN TAKE TO EARN DISCRETIONARY EFFORT

Discretionary effort is the performance people give above and beyond what is required. Take these 5 steps to earn the most from those you lead.

01

ENCOURAGE CREATIVITY:

Invite employees to share ideas for improving work and reaching goals. Be sure to recognize ideas even if they cannot be acted upon.

02

REINFORCE GOOD WORK:

Look for the good in what others are doing and tell them about it. The more positive reinforcement you provide for things they do well, the more they will want to do.

03

CHECK IN OFTEN:

Ask employees questions about how they accomplished an important task or reached a particular goal. Engaged employees will work harder to be successful.

04

ASK FOR INPUT:

Involve others in problem solving when possible. When others are involved in the solution, they typically give more.

05

OFFER SUPPORT:

Establish yourself as a resource. When employees see you as someone who wants them to succeed, they will seek out your support when needed.