



No More Carrot and Stick

A question I am often asked is: 'How do I motivate my team?'

To which my answer is:

Ask them!

It's rarely just about the money.

Christine Comaford in her book, [SmartTribes: How Teams Become Brilliant Together](#), talks about the importance of giving employees a sense of the three things they deeply crave:

- Safety
- Belonging
- Mattering

She says that 'Safety + Belonging + Mattering = Trust'

Many of you will be familiar with Daniel Pink's work on this subject. He talks about motivating and engaging people at work through:

- Autonomy
- Mastery
- Purpose

If you haven't seen the great Dan Pink RSA Animate on this, I really recommend you take a look (it's just over 10 minutes' long) <http://bit.ly/1eVm5pl>

As a leader, there are some things you **can** do to inspire your people to do their best work.

You can create the right environment.

But the rest has to come from them.

So don't let whingers, 'victims' and other 'energy vampires' off the hook by blaming their lack of motivation on everybody or everything else but themselves. They are responsible for their own lives too!