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Feeling apathetic, lethargic, or unmotivated? Or, have someone on your team who feels that way? We're always looking for ways to stay focused, but sometimes life can get in the way. Read on for 4 psychological models of motivation■

Left to fester, loss of interest or job satisfaction can affect the culture of the whole company. So, how can leaders and HR managers motivate an apathetic member of the team?

In this article, we explain four major concepts in psychology: The Motivator Hygiene Theory, the Job Characteristics Model, the Hierarchy of Needs Model, and the PERMA Model.

Theory 1: Motivator Hygiene Theory. Hertzberg claimed that the most important question to ask when trying to ascertain what motivates employees is: “What do employees really want out of their work experience?” He divided motivators into job satisfiers and job dissatisfiers.

Motivating factors (job satisfiers)
are intrinsic motivators, like enjoyment or a sense of accomplishment: achievement, recognition, the work itself, responsibility, advancement, professional development, personal growth, or the flexibility to work from home.

hygiene factors (job dissatisfiers)
are extrinsic motivators, elements of the work environment such as reasonable pay, clean offices, or snack pantries, company policy, supervision, working conditions, interpersonal relationships, salary and employee benefits, and job security.

One of the most fascinating aspects of Herzberg’s study is the implication that the opposite of job satisfaction is not job dissatisfaction. Proper hygiene factors can prevent employee dissatisfaction, but cannot serve as a source of satisfaction or motivation.

For example, good working conditions may keep employees at the job but it will not make them work harder. But, bad working conditions, which are job dissatisfiers, can make employees quit. a manager must provide motivating factors and satisfiers.

A job with many satisfiers will motivate workers, provide job satisfaction, and prompt effective performance. But a lack of job satisfiers may merely lead to workers doing an adequate job, rather than their best. AKA: company does bare min for employees, gets bare min back.

The most crucial part of Herzberg's theory is that intrinsic motivation is much more important than extrinsic. Support of personal and professional development, whether wellness benefits or leadership training, can make all the difference between are minimum and above and beyond.

Theory 2: Job Characteristics Model
Oldham & Hackman also proposed a very important theory to increase employee satisfaction and motivation. They proposed that when an employee loses interest in their role, it affects their motivation levels and, ultimately, their productivity.

Loss of interest could be for a number of reasons, such as starting to find the work monotonous or that the work is not challenging enough for their particular skill set. the key to maintaining motivation is in the job itself. ■

the most important aspects of a job that employees find motivational: 1) skill variety - do tasks vary? 2) task identity - is there clear beginning, middle end? We need to that rush of dopamine when we finish our tasks 3) task significance - does work have meaning and purpose?

4) task autonomy - do employees have a say in how they work? 5) job feedback - are employees receiving praise or guidance? two-way communication makes employees more engaged and gives them an increased sense of responsibility for their work outcomes.

Great communication can motivate through clarity, significance, feedback, and autonomy. But poor communication, such as through conflicts, put-downs, uncertainty, or micro-managing, can be a huge dissatisfier.

So, investing in tools that boost communication skills across the company can not only lower attrition (by removing dissatisfaction) but also boost motivation (by raising satisfaction).

Theory 3: Hierarchy Of Needs. According to Maslow, we all strive to go up this "hierarchy," first covering basic needs like food and shelter, then moving upward through belonging, achievement, and finally, self actualization.

1. Physiological
The lowest and most basic level and need that must be met is physiological. This includes access to a restroom, a place to access drinking water, breaks to eat meals and snacks, and a comfortable working environment.

2. Safety
Emotional safety is also important. An employee can lose motivation if they live in constant fear of losing their job due to layoffs or budget cuts. Unsteady futures can also lead to decreased morale in the workplace.

3. Belonging
The third stage of Maslow's Hierarchy of Needs is love and belonging. In the workplace, this translates to establishing

relationships at work.

4. Esteem
The fourth level is esteem, belief that the employee is contributing to a higher goal and that the contributions that they make are recognized. It is important to feel like you are growing, advancing, and achieving results, and especially that others are recognizing it.

5. Self Actualization
The highest level is self-actualization. This translates to maximizing an individual's potential at work. A self-actualized employee feels empowered and trusted, which encourages growth and engagement. Companies can develop employees' skills and abilities.

Theory 4: PERMA Model. Martin Seligman, father of positive psychology and learned helplessness, proposed the PERMA Model to help motivate employees. PERMA stands for Positive emotion, Engagement, positive Relationships, Meaning, and Accomplishment/Achievement

Positive emotion reminds us that to experience well being, for every negative emotion that we feel, we need three positive emotions to continue the current state of happiness. For every critique, also remember to give praise.

Secondly, employees need to have "Engagement" in their work or tasks that they are required to do. Engagement in work creates a "flow" in which employees find themselves enjoying and concentrating on their work. The opposite of engagement is distraction, so remove interruptions!

Next, we need to create relationships and resolve conflict in the workplace. Most people will spend a majority of their life at work, and positive relationships with kind, empathetic leaders, colleagues and clients will help to motivate and inspire.

The next aspect of PERMA is Meaning. Employees need to feel that there is meaning and purpose to the job that they are doing. If they feel that their job is pointless, they will not be motivated to work on it.

Lastly, employees need Achievements and Accomplishments. Employers should try to give constant feedback to their employees to show that they recognize their good work. These five categories of PERMA will help promote productivity and motivation in the workplace.

In all cases of motivation, employee wellness and learning and development are essential. Especially among modern Gen-Z and Millennial employees, motivating with intrinsic factors like workplace wellness, culture, professional development is becoming the norm.

Don't want to read this thread? Here's the full link: https://t.co/R6MXoBNypE

Want a way to improve your personal motivation and the communication, self actualization, and relationship skills of your team? Try out our app ■ https://t.co/Un4zEb9k8y