

Become a global TM with Aspire's Micron Moments!

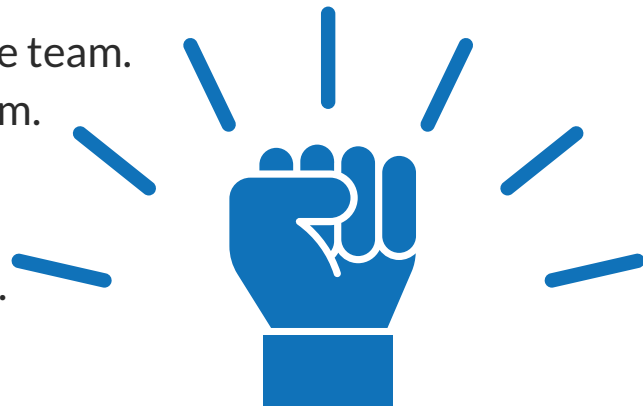
HOW TO MOTIVATE?

How do you motivate someone? What can you say to make them be more productive? The key is not just what you say but how you say it. The more specific you are about what you are praising, the better. It makes the comment that much more meaningful. There are different ways to try to make your employees feel motivated, which you can find below!

EXAMPLE LANGUAGE

Phrases to motivate employees through positive language:

- ✓ You did a great/outstanding/fantastic job (on..)
- ✓ Your effort means a lot to the whole team!
- ✓ Your good qualities make a big difference in the team.
- ✓ The way you do x is a good example for the team.
- ✓ I have noticed all of your hard work.
- ✓ You've gone above and beyond!
- ✓ I want you to know how much I appreciate you.
- ✓ You are always reliable.
- ✓ Thanks for all your hard work (on...)
- ✓ I'm glad to see you are doing better (on/with / etc.)
- ✓ I am happy to have you (on my team/in my department/etc.)
- ✓ Keep up the good work!



Ways to respond to praise:

- ✓ Thanks for letting me know.
- ✓ I appreciate you telling me.
- ✓ Thank you!
- ✓ I couldn't have done it without [name].

EXAMPLE DIALOGUE

Mike: Hey Hiroshi, Can I talk to you for a minute?

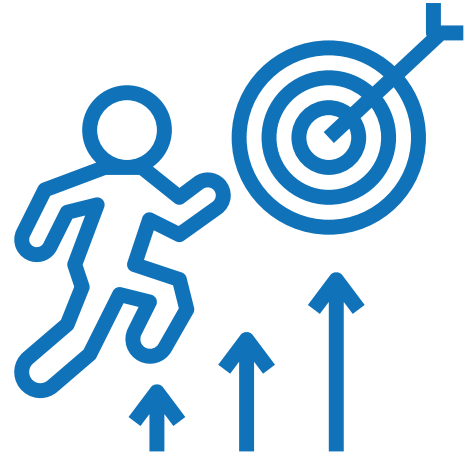
Hiroshi: Sure Mike, what do you need?

Mike: I just wanted to say you did a fantastic job on the last project. The way you handled the vendor and fixed the problem was a good example for the team.

Hiroshi: Thanks, Mike. I worked really hard to solve that, thanks for letting me know.

Mike: No problem Hiroshi, you are always reliable, and I am happy to have you on the team.

Hiroshi: Thanks Mike, I appreciate that.



YOUR TURN!

Using the language and dialogue above, give your colleague (instructor) praise in the following situations. Then, switch:

- 1) You coworker recently spoke up during the meeting in English for the first time.
 - 2) Your team member helped you with an important project last week.
 - 3) One of your colleagues has been performing excellently recently.
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- 2) Think of a situation recently where you received praise. Tell your partner what it was about and how it motivated you.



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