

# Motivating Afterschool Teams

Tips for Motivating Staff Through Effective Program Leadership

Your afterschool staff is looking to you for leadership and direction. As a director and administrative team, you can motivate them through your words and actions. Check out these tips for getting yourself and your staff motivated!

**START WITH YOURSELF:** You cannot motivate others if you don't feel motivated yourself. Your energy is contagious and your actions communicate more than your words will. What can you do to keep your own tank full, so you can be present?

**BE APPRECIATIVE:** People want to be appreciated. How much are you recognizing, through emails or thank you's, the work that your staff is doing? Are you noticing the little things as well as the big things?

**CREATE A COMMON PURPOSE:** People work harder when they understand the "why" behind what they are doing. Rather than assigning your staff tasks, involve your staff in the decision-making process. Work together to create a company mission and values so that your entire team is working toward a shared vision.

**KNOW YOUR STAFF:** We all have lives that extend beyond our work. How much do you know about your staff? The more you know, the more you will understand what they need and how they tick.

**COMMUNICATE CAREFULLY:** Communicate mindfully! When communicating, always ask yourself "How would I feel if I were on the receiving end of this communication?"

**STOP TALKING:** Listen twice as much as you talk. Make sure you are empowering your staff to make their own decisions and do things their own way, not always necessarily your way.

**MISTAKES HAPPEN:** If you want a motivated staff, you have to create an environment where failure is okay, where mistakes happen and growth comes from learning, trying again, experimenting. For your staff to feel safe to make mistakes, you must be a role model.

**FOCUS ON THE BRIGHT SPOTS:** Often times as leaders we spend a lot of energy working with staff that are struggling. It is also important to focus on work that is exemplary, establishing expectations and tangible examples of excellence.

**BE THE EXAMPLE:** Never ask your staff to do something that you aren't willing to do, and don't set expectations of performance that you do not follow yourself.

**REMEMBER THE ENVIRONMENT:** How motivating is your space? And is it environmentally friendly? What is on the walls? What mood is evoked when entering? Consider your space a key component in motivating staff and reflecting your values.



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