

10 Things Companies Do That Kill Employee Motivation



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As you read: You aren't a businessperson yet. But many of the ideas in this article apply to other organizations. Think about how the ideas connect to part-time jobs, clubs, your school and other things you are part of. Write your ideas and examples in the bubbles: → → .○ ○○
If an idea doesn't apply, write "x".



A recent survey asked how many Americans didn't really care about their jobs. And how much that lack of interest cost companies.

The results were terrible. 70% of workers didn't care about their work. This is called "disengagement". Disengagement costs companies around \$500 billion a year. That's over 52,000,000,000,000 yen!

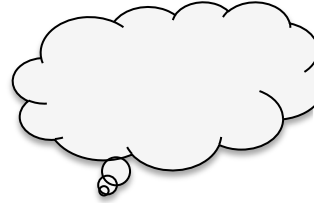
Why are so many employees disengaged? Lots of reasons. But there are 10 things companies often do that they shouldn't. These things cause their employees to stop caring about their jobs. They are:

1. Workers aren't getting meaningful feedback.

People want to know how they are doing. Ideally, people want to get positive feedback. But, even worse than negative feedback is no feedback. It makes it seem like no one really cares about their performance.

Google gives feedback four times a year. They tell workers how they are doing. They also tell them what they need to improve on. This is a positive example. But many companies only give feedback once a year (or not at all!).

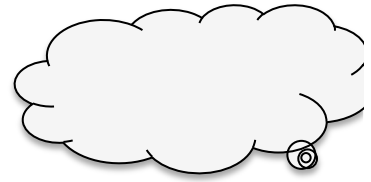
When it feels like no one cares what they do, employees stop caring, too.



2. There's no way to move up in the company.

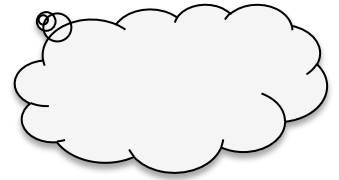
The number-one reason people change jobs is to move up. If there is no path to move up in your organization, people think their career is not going anywhere.

This can cause them to stop caring about the job they have. They'll start looking for a new one.



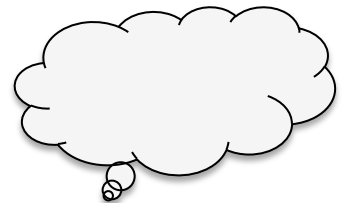
3. There are no chances to learn.

If you don't offer employees opportunities to learn and improve their skills, they are going to lose interest. People want to improve. They want to advance their career. Companies need to make that happen. This is a win-win for the company and the worker. By providing opportunities to learn, the company is improving worker skill. This means they can promote people to better jobs from their own workers. They don't have to hire and train new workers.



4. There's too much paperwork and it is hard to do new things.

If an employee has a new idea but must fill in too many forms or can't get new ideas approved, that's bad. It kills innovation (new ideas) It also kills motivation.



5. Employees are never asked about how they feel about the company.

Some companies often ask employees what they like, what they don't like and what they'd like to see changed.

This is important. If you aren't asking your employees what they don't like, you can't fix it. And that means that if you have a problem with your company culture, it will continue. That kills your employees' motivation.



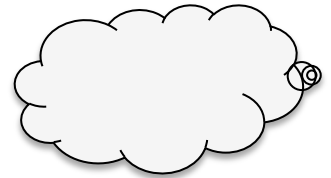
6. All the people at the top of the organization look and act the same.

As mentioned earlier, the biggest reason people leave jobs is because they can't move up in the company. Do all the leaders look or act the same? If they do, people who don't look that way and act that way become discouraged, fast. And often that causes them to stop caring about the job.



7. Employees are measured on the number of hours they work.

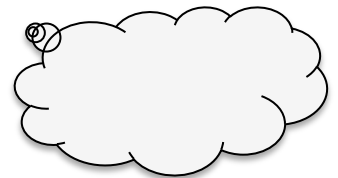
Many managers judge employees by the long hours they work. That is the wrong way to manage. It just gets people to work longer. It doesn't help them work smarter. It doesn't produce more. It just hurts motivation.



Instead, judge employees on what they produce and how well they fit in with your culture. Those are more important than how much time they spend in the office.

8. Leadership isn't transparent with their employees.

"Transparent" means clear – like glass. Everyone can see what is going on. If all decisions are made behind closed doors, people don't feel listened to. They don't think their opinions are important.



9. Managers work late into the night.

Good managers work late into the night, right?

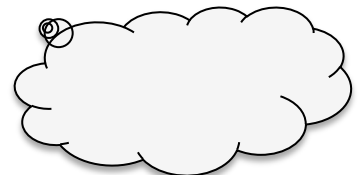
Well... not really. Often, this means a manager is either not letting employees do things themselves. Or that the manager redoing their work. Both things show a lack of trust. Both kill motivation.

Or maybe the manager is overworked. If that is true, the employees are probably overworked, too. That kills motivation. It leads to disengagement.



10. There are no team-building activities.

Team-building activities help people feel more engaged at work. Generally, it leads to people forming stronger bonds with their co-workers. They feel like the company values them. This makes them care more.



Even something small, like surprising people with snacks or taking everyone out for a drink, makes people feel far better about the organization they work for.

* Image from [reynermedia](#), Flickr

Original:

<https://learning.linkedin.com/blog/engaging-your-workforce/10-things-companies-do-that-kill-employee-motivation>