

Changing Employee Behavior: A Practical Guide for Managers

Ingredients of Intrinsic motivation	Techniques	Things to try
	Involve people in setting goals	<ul style="list-style-type: none"> • Ask for feedback. Simply asking people for their feedback and opinions about a proposed change has been shown to improve their willingness to act. • Seek out implementation ideas. If a change or goal is being set by you or the organization, then ask people for their ideas on how to implement it. • Check if people are ready. Asking people if they are ready to change can be a useful way of both making people feel heard and getting their views on the challenges of implementing a change.
Create Autonomy (choice and control)	Get the tone right	<ul style="list-style-type: none"> • Mean it. If you take a perspective of "changing how someone behaves," that controlling intention is likely to come across. Conversely, if you view what you are doing as helping someone to develop, that will come across too. • Be clear. Discuss the benefits of change as well as acknowledging any costs to the individual of changing their behavior (for example, effort or time). • Be curious. Ask people what they think and how they feel about the behavior change. • Ask, don't tell. Avoid using controlling language such as, "Do this..." Instead, ask them, say you need their help. • Sidestep resistance. Resistance to change can provide valuable information about factors reducing intrinsic motivation. Ask questions to better understand issues and ensure that people feel their concerns have been heard.
	Offer choice	<ul style="list-style-type: none"> • Tell them they have options. Simply using phrases such as, "It's up to you how you do it" or "You're free to choose" reminds people that they have options and increases their sense of autonomy. • Create options. Even in situations where change is driven by a manager or the organization, make sure people feel they have options about how they go about it by inviting them to come up with suggestions and explore possibilities. • Provide guidelines. Choices alone are not always helpful. People find choices easier to make when they have information and guidelines to help them recognize the available options.
Emphasize Mastery (competence and challenge)	Reinforce people's sense of competence	<ul style="list-style-type: none"> • Emphasize strengths. Acknowledge the strengths that someone has that you think will help them to change and convey your confidence in them. • Give praise where it is due. Some people seem to respond better to criticism than praise but, as a rule, if people do something good, tell them. This applies particularly to novices, for whom positive feedback can help build confidence.
	Position change as challenge	<ul style="list-style-type: none"> • Ask about challenge. Ascertain how much and what types of challenges people like most. For example, are they motivated more by achieving goals or by the sense of developing and learning? Try to position the behavior change as a kind of challenge that they find motivating. • Appeal to people's sense of pride. Describing a behavior change as a matter of pride - being the best, refusing to fail, or simply doing something as well as it can be done - can be a powerful motivator. It can be particularly useful for fostering commitment to change in a group of people.
Create Connection (purpose and relationships)	Establish "why"	<ul style="list-style-type: none"> • Ask people why. If change people's sense of connection to change by exploring why the change might matter to them and what the consequences and benefits will be. • Tell people why. A behavior change goal set by a manager can be just as motivating as one that is chosen by an individual, as long as the rationale and benefits of the change are clear. So tell them, and help them understand why.
	Make it personal	<ul style="list-style-type: none"> • Connect to goals. Ensure that people feel connected to change by making sure they understand the personal significance and impact of the change on the things they value.
	Get practical	<ul style="list-style-type: none"> • Make clear what's next. Make sure that people understand specific actions needed to enable change. Knowing what to do next to make a change helps people believe that they can make the change and increases motivation.

4 WAYS TO CHANGE EMPLOYEE BEHAVIOR What leaders need to do to help book, Changing Employee Behavior: A Practical Guide for Managers, we. An important part of every manager's job is changing people's behavior: to improve someone's performance, get them to better manage. Yet, despite the fact that changing people's behavior is such an important skill for managers, too many are unsure how to actually go about it. The Paperback of the Changing Employee Behavior: A Practical Guide for Managers by N. Kinley, S. Ben-Hur at Barnes & Noble. Changing Employee Behavior: A Practical Guide for Managers by Kinley, Nik; Ben-Hur, Shlomo and a great selection of similar Used, New and Collectible. Changing Employee Behavior: A Practical Guide for Managers by Kinley, N.; Ben-Hur, S.. Palgrave Macmillan. PAPERBACK. Special order direct. Changing Employee Behavior: A Practical Guide for Managers (N. Kinley) at 365printersupport.com An important part of every manager's job is changing people's. Changing Employee Behavior: A Practical Guide for Managers. ?? Buy product. Category: Coaching and Mentoring. Description; Reviews (0). Get this from a library! Changing employee behavior: a practical guide for managers. [Nik Kinley; Shlomo Ben-Hur;] -- An accessible and comprehensive toolkit. Read "Changing Employee Behavior A Practical Guide for Managers" by N. Kinley with Rakuten Kobo. An important part of every manager's job is changing. Changing employee behavior: a practical guide for managers A toolkit for change that managers can use to drive and improve the performance of their staff. Find great deals for Changing Employee Behavior: A Practical Guide for Managers by Nik Kinley, Shlomo Ben-Hur (Paperback,). Shop with confidence on. The program's accessible, practically focused format includes study of. The program's accessible, practically focused format includes study of Changing Employee Behavior: A Practical Guide for Managers, authored. CHANGING EMPLOYEE BEHAVIOR: A PRACTICAL GUIDE FOR MANAGERS (H/C). ISBN Number: Author: KINLEY N. Publisher: PALGRAVE.

[\[PDF\] Holt McDougal Larson Algebra 2, Teachers Edition](#)

[\[PDF\] Rewrite: A Step-By-Step Guide to Strengthen Structure, Characters, and Drama in Your Screenplay](#)

[\[PDF\] Inside European Identities: Ethnography in Western Europe \(Ethnicity and Identity Series\)](#)

[\[PDF\] Real Analysis and Probability \(Wadsworth\)](#)

[\[PDF\] Microgravity Combustion: Fire in Free Fall \(Combustion Treatise\)](#)

[\[PDF\] Art Nouveau \(Collectors Guides\) \(First Edition\)](#)

[\[PDF\] #Player \(Hashtag\)](#)