

Resilienz & mentale Stärke lernen, innere Ruhe &  
Gelassenheit finden durch Achtsamkeit, mehr  
Erfolg & persönliche Macht gewinnen

Simone Janson (ed.)



MYTH OF MOTIVATION.  
NEW WAYS TO REACH

**GOALS**

# **Myth motivation. New paths to the goal**

Learn resilience & mental strength, find inner peace & serenity through mindfulness, more success & personal power

*Simone Janson (ed.)*

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# **Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book**

Dear readers,

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You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

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# **Employee motivation for executives: the last option**

## ***// By Michael Hübler***

As unsatisfactory as it may sound: sometimes the last option simply consists of the triangle harm, self-protection and consequences.

### **The frustrating triad**

1. Damage limitation: What can you do to minimize impending damage to the company, for example, no longer give certain employees top customers?
2. Self-protection: Ask yourself: What is my role in history? Is it my job to motivate this employee? Or do I encounter a natural limit here, because the employee vehemently opposes an influence? The admission of your own limits, after the usual options have been exhausted, can be your last rescue before the burn-out.
3. Show consequences: For everything we do, we have to pay a price. When the said employee shows a weary face and thus expresses his dissatisfaction, he intentionally or unconsciously pursues an intention: he wants to show you how dissatisfied he is. The obvious consequence of this intention with you could be: "Message arrived. Why is?"

### **Without transport, no transport**

On the other side of the coin is the price for the employee: who is not able to handle crises appropriately does not have to expect a promotion.

The negative sentiment will affect the team and we probably will not make much progress in the project today.

### **Break the devil's circle**

If there is customer or client contact, the bad mood will also have an effect on them, which can lead to devil circles: customers or clients are dissatisfied, complaining, mood gets worse, and so on.

In order to break this vicious circle, you must not stay with the indirect mitigation by an employee no longer gets important customers, but must show consequences by clarifying in an objective tone, which price the behavior of the employee costs.

### **What motivates employees?**

But what is behind this nimble face? Why was this employee annoyed? What did not fit into his plan? To answer these questions, it is important to explore what motivated him and what needs were not met.

Conduct a first open call, matching your goals with your employee's goals. The Balanced Scorecard approach has proven to be very practical by balancing the finances, dealing with clients / clients, personal development and internal process flows. Connected with this are key figures, which show whether and how goals were achieved.

### **Clarification steps before damage limitation**

If the goals are not achieved, please clarify the reasons. To what extent was the responsibility of the employee and to what extent not? How can you help him reach the common goals next time?

Give yourself an ultimatum of content and time before proceeding to the limitation of the damage so as not to fall into the adaptation trap. The ultimatum helps you to determine the content and time as objectively as possible, based on the key figures from the Balanced Scorecard, whether and when and how the expected performance was achieved.

*Text comes from: Mitarbeitermotivation: Die neue Lust auf Leistung (2014) by Michael Hübler, published by BusinessVillage Verlag, Reprints by friendly permission of the publisher.*