



Getting the Best Your Team Has to Offer

What if you found a way to unlock the mystery of how to get the best out of each of your team members? And what if it didn't require taking a class or reading any management books?

If you're a leader in your organization, chances are you spend a lot of time trying to figure out how to improve the productivity of your team. Unfortunately, most of this pondering happens in your mind instead of spending time communicating with your team to find answers.

There is a very simple formula for figuring out how to get the best from your team.

ASK THEM!!!!

As results coach Tony Robbins says, "Success leaves clues." Here are some great questions to use:

- Ⓜ What is the best way for me to interact with and follow up with you once you've received an assignment?
- Ⓜ What could I do to better support your work?
- Ⓜ Who was the best manager you ever had and why do you say that?
- Ⓜ Tell me about a time when you've produced work you were really proud of. Once answered, then ask:
 - What were the elements that supported that success?
 - What was it about how you approached that project or task that created such good results?
 - What, if anything, did it have to do with your surrounding work environment?

Interestingly, these are the kinds of questions often asked when interviewing a prospective employee but, once hired, too many leaders stop asking.

Any and all of the questions above could spark a great group discussion for your entire team. You'll find that some thrive in a quiet work environment; others do better surrounded by noise and activity. Some want you to routinely follow up; others would prefer to proactively keep you updated.



This approach works equally well for non-office workers who also have preferences. Let's take drivers, for example. While in the cabs of their trucks some are more productive when listening to music, some prefer talk radio and others would do their best work while listening to books on tape. The more you can accommodate these work preferences, the more productivity you will witness.

Experiment with this. The more you know about how your employees approach their work, the better you can engage them.

Please let me know what happens or if you have questions:
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