

Eliminate Demotivators

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Workplace performance expert Dean Spitzer, a senior consultant at IBM and author of SuperMotivation, says that demotivators lie like a cancer beneath the surface to demoralize employees and poison the work environment. The 10 deadliest demotivators Spitzer identifies include:

- 1. Organizational Politics** An environment in which the competition for power, influence, resources, and promotions is based on subjective or hidden criteria.
- 2. Unclear Expectations** Unclear, confusing, and/or contradictory goals, objectives, and standards.
- 3. Unfairness** When organizations are full of policies and practices perceived as inequitable.
- 4. Lack of Follow-Up** Most employees could write a book about the “latest and greatest programs” that died on the vine.
- 5. Dishonesty** Employees hate being lied to.
- 6. Hypocrisy** Employees don’t trust leaders who say one thing and do another.
- 7. Being Taken for Granted** When employees quietly do a good job and are systematically ignored.
- 8. Micromanagement** Most employees are willing to be empowered, but few managers are willing to give them enough authority to be empowered.
- 9. Takeaways** Reversing a benefit or policy to create another passing fad – here today and gone tomorrow.
- 10. Being Forced to Do Lousy Work** Work rules that don’t allow quality-conscious employees to take pride in the work they do.