



Supervisor NEWSLETTER

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A Manager's Guide To Motivating New Employees

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Positive and encouraging steps from the managers are vital to motivate the new employees and make them feel part of the organization.

A motivated and engaged workforce is essential for a business to succeed. So, how do we elicit commitment and loyalty from the employees? Even though building relationships with the employees is an ongoing process, how an employee is treated during the initial months of joining plays a crucial role in deciding the loyalty of the employee. A new employee often feels insecure because of the new environment and team members. Here, the manager's actions to relax and motivate them are important to build trustworthy and lasting relationships.

I have come across situations where managers do not recognize the pain points of new employees. Instead many expect the new joiners to start performing from day one. The targets are usually set without giving them sufficient time to adapt to the company culture. The key reason behind this might be the internal pressure on the managers to perform and deliver results. However, the practice could demotivate the new joiners. Rather than expecting immediate performances, managers must develop the practice of hand-holding the new employees and supporting them to learn and grow without unnecessary pressure.

So, what role should the manager play while welcoming and onboarding the new employees?

Every manager must proactively mentor the new employees and create a warm and friendly atmosphere

where they feel confident and relaxed. It is important to support the new employees during the initial days and understand their pain points. If required, suitable training has to be offered to familiarize them with the organization and their job.

New employees need time to adapt to the organization's culture and workflow. Managers must act as mentors throughout and treat them at par with the other employees. Keep reading for an insight into how managers can motivate new employees and align them towards the organizational objectives.

Steps for Inspiring New Employees and Improving Their Performance

It's not a hard task. With care and attention, managers can easily win the confidence of new employees and create a workplace that promotes employee happiness. Here are the basic steps for a manager to build relationships with new employees and motivate them.

- **Get to know them individually** - Identify the new employees in the team and pay attention to them individually. Understand their roles within the team and assess how well they are adapting to the new role. Collect regular feedback for insights into their pain points. This helps to establish a strong relationship between the new employees and the managers and motivates the employees to improve their performance.
- **Find time for informal talk** - Managers must show genuine concern to their employees, especially the new joiners. Have friendly discussions about their hobbies, movies, family, and other informal stuff. This gives both sides an opportunity to know each other and increases employee loyalty towards the organization.

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- **Be transparent** - During the interview and onboarding sessions, managers must remain transparent with the employees. Give them the right picture about the organization, their job, and the expectations from them. This will rescue the misunderstandings and stress that could arise in later stages due to wrong information. Encourage an open-door policy where new employees feel confident and discuss their problems with the managers without any delay.
- **Give them meaningful work** - Employees need a sense of purpose to connect to their work. Communicate clearly about the vision of the company and how their role helps the company to achieve its overall objectives. This makes the new employee feel proud of their role and increases their commitment to the organization.
- **Monitor their progress** - It's a human need to feel appreciated. Monitor the progress of the new employees regularly and appreciate them for their achievements. The rewards program should give priority to the achievements of the new employees since they need constant motivation to gel with the team. Start by setting small weekly goals and encourage the new employees to achieve them. Slowly increase the challenges so that in a short while they are able to perform their tasks independently.
- **Demonstrate confidence in them** - While encouraging the new employees, display confidence in them publicly. Encourage them during team meetings so that they feel appreciated by the team members. This also improves team bonding. Share their accomplishments with other departments to bring them closer to the company's vision.
- **Use stretch assignments** - Growth happens only with challenges. Stretch assignments will improve the strengths of the employees and help them develop new skills. Providing stretch assignments is the right way to encourage the employees to grow within the organization and also to move ahead in their careers.
- **Feedback and improvement** - Collect feedback from the new employees about their experiences during interviews and onboarding. This provides a picture of where things need to be improved and how the employees experience the initial days at the organization. Use the feedback to incorporate improvements in the approach towards welcoming new employees.

Summing it Up

New employees need the freedom to explore the organization as well as the support to learn from their mistakes. Managers must build relationships with new joiners and demonstrate confidence in them. Until the employees are familiar with the organization and its workflow, they need the unbiased support of the managers to perform their tasks without fear of retribution.

Motivate the employees and help them take the baby steps in the initial stages. Soon, with the wholehearted support of the managers, they would walk confidently on their own and become top performers.

References:

<https://www.linkedin.com/pulse/managers-guide-motivating-new-employees-gopakumar-pillai/>