

SEVEN WAYS TO KILL STAFF MORALE

Staff morale is precious and can be easily damaged. It is dependent upon trust, appreciation and being treated respectfully. We created this list to show just how easy it is to kill morale. How quickly, as the team manager, do we change our behaviour when under pressure. Once morale is down, it is very difficult, but not impossible, to rebuild.

1. **BARK ORDERS TO STAFF**
Treat them as a depot would. After all, they should be happy just to be work here and get a paid.
2. **DON'T LISTEN TO THEM**
What do your staff know? If they knew as much as you, they would be doing your job. As you are doing it, then you know more and know best.
3. **EXERCISE YOUR POWER**
Show your staff that you are the boss by changing your mind on the priorities. Change the priorities at the eleventh hour so they have to work all night.
4. **CANCEL LEAVE**
Make sure they feel you just can't do without them by cancelling their previously agreed leave. The closer to the days off the more you demonstrate just how much they are required
5. **RING STAFF OUT OF HOURS**
Call them on the weekends and evenings, better still call them when they are off sick, to talk to them about progress on their action items.
6. **CHANGE THE JOB ROLE**
Keep staff on their toes by changing who is responsible for specific tasks. Better still, have more than one person doing the same job to the same deadlines.
7. **REPRIMAND IN FRONT OF THE REST OF THE TEAM**
Make sure everyone knows about mistakes so they can learn from each other by telling people off in front of everyone else.

Behaving like this is clearly self defeating. We know that how we treat others has a direct impact on their output.

Even if there was a slight twinge of recognition, take five minutes to reflect on

- how to bring changes
- how to improve the leadership of the team
- how you respond to them

Once you have the answers:

- Be consistent in your behaviour
- Be patient, for your staff will, at first, be wary of the change in behaviour
- Show your appreciation of the efforts of your staff. It is easy to do and the results can be magical.

When staff understand the changes are permanent, they will start to respond with enthusiasm, motivation and want to go the extra mile.

Karen Purves is a coach, facilitator and leader concentrating on making work a better place where people realise their potential. She runs workshops both face to face and online on goal setting, team building and leadership development. For more information on the services offered by [Leaping Frogs Forte Ltd](#) of which Karen is managing director.