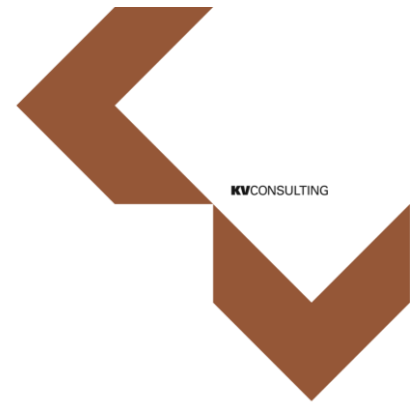


## ponderings .....to “ponder” means

1. to think and consider something,
2. carefully and thoroughly,
3. over a lengthy time,
4. before reaching a conclusion or making a decision.”



## ➤ What prevents staff from performing in the workplace? Why staff may not be motivated (demotivating factors)

- There's nothing to work for; they've already spent their income (debt)
- They don't care because they don't feel their efforts are recognised/appreciated (no feedback - “if you don't care, why should I?”)
- They have relationship struggles (personal / children / family)
- They're misplaced (in the wrong job); but feel trapped because of financial commitments
- Something was done some time ago which they believe was unfair and goodwill is being withheld - they now have a “work to rule” attitude
- They believe they have been unfairly treated
- They feel there is power and control exercised over them
- They don't believe there is security in any job ..... e.g. redundancies/restructure; hence very hard to maintain commitment
- Negative behaviour has been created.....e.g. back people into a corner where they feel they have no option, but to lie
- They've become negative because they were shamed in front of others (when they did something wrong)
- They were punished and they don't believe they've done anything wrong
- They see the big salaries of executives / managers / owners and believe theirs is unfairly low

