



Drive and Thrive

What are the secrets to motivating employees? Leaders already have a great deal of tasks and requirements on their plate. Motivation and inspiration might seem like an afterthought, especially for those that feel less charismatic. In reality, teams don't necessarily need a captain in the driver's seat who appears larger than life, but one who thrives by being available, attentive, and resilient.

In addition to demonstrating these traits, other ways to motivate employees include:

- Providing Direction Amid Uncertainty: Create clarity and shared purpose; empower teams to collaborate and solve complex problems.
- Prioritizing Engagement and Well-Being: Foster connection, belonging, and mental health support; leverage emotional intelligence. Encourage your employees to utilize [SupportLinc](#) resources.
- Actively Supporting Employees: Offer autonomy, meaningful work, growth opportunities, and recognition.
- Encouraging Voice and Transparency: Maintain two-way communication; listen actively and promote feedback.
- Leading with Values and Trust: Demonstrate authenticity, integrity, and alignment with Covenant Health's Pledge of Excellence and the Standards and Behaviors; model collaborative behaviors.
- Being Continuous Learners: Adapt, seek feedback, and embrace new approaches; show humility and systemic thinking. Check out the [Learning and Leadership Development Catalog](#) for available classes!

Personally, as a first-year high school teacher, I had a leader who actively supported me and encouraged transparency through providing tangible feedback. After a challenging first semester through which she would sit in on some of my classes and offer disciplinary tips and instructional advice, she nominated me for Teacher of the Month. Receiving this recognition gave me great confidence and energy to continue on while improving each day. These are the types of leaders who motivate and inspire.

-Josh Delaney, Learning Management Specialist

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