



How do you stop unmotivated employees affecting the rest of your team?

PUBLISHED : 28 MARCH 2018

Ophenia Liang, Co-founder and Director of Digital Crew

“Our business is a consultancy so it’s all about people. It’s also a client facing business so anyone who is not motivated becomes a big problem for us.

“We would be talking to and working with that person to find out why they are not motivated, and to see if we can change that situation. If that works, that’s good. Sometimes it doesn’t. Sometimes we'd need to let that person go.”

Simon Bennett, Principal Consultant, Glide Outplacement and Career Coaching

“I would try to relate to the individual to get a better understanding in what their motivations are and why they're no longer feeling it.

“The relationship you have with the person is obviously going to have a big impact on the quality of information you get out of them so that if you have a good relationship, you'll get honest, solid answers. If you haven't, then you have to consider that you might be one of the reasons they're not motivated.”

Kevin Cullen, Managing Director, Breseight Australia

“If you provide a good working environment, then the majority of the staff will help that person through the situation they are going through and to find other ways of dealing with their problems. It’s about creating a culture that person will want to be part of it.

“Alternatively, if they recognise they’re not suited to that type of work, they will volunteer to leave.”