

Leadership and How to Foster a Better Work Environment

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5 Things Your Staff Needs from You RIGHT NOW

As the saying goes, a happy staff is a **PRODUCTIVE** staff. That's why it's worth it for you to foster a better (healthier) work environment for your employees.

Sure, money will make them happy. But higher pay won't make your employees perform at higher levels. What you need from them is **COMMITMENT** and **MOTIVATION**.

Money won't buy these traits, but your behavior will.



1. Give them space; room to grow.

Step away from the role as a micromanager and give your staff some freedom. Autonomy breeds engagement, satisfaction, and in some cases, innovation.

2. Give them goals.

Goals spark competition, create a sense of purpose, and add meaning to mundane tasks.

Without a goal to shoot for, work is just work. And, that's not fun nor motivating.

3. Make your mission clear.

Remind your staff about your firm's mission. It will give them a sense of inclusiveness; make them feel a part of something bigger. Also, striving to be worthy of words like "best" or "largest" or "fastest" or "highest quality" provides a sense of purpose.

4. Be open to suggestions.

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An employee who feels he or she can't offer input will ultimately feel closed off and unhappy. Encourage everyone to make suggestions and ideas.

You don't want robots working for you, you want real people who care about the work they are doing.

Also, take the time to make employees feel valued for their ideas.

5. Show them the future.

Every job should have the potential to lead to something more, either within or outside your firm.

Take the time to develop employees for jobs they someday hope to fill. And if you don't know what they hope to do, try asking. Those conversations will foster interpersonal connections with your staff, and give them confidence to strive to be more productive and, ultimately, higher up on the ladder.

Article adapted from [8 Things Your Employees Need Most](#) by Jeff Haden, Inc.om.

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