

### MANAGEMENT TIP – “FOOD FOR THOUGHT”

*Profile Evaluations, Inc.*

There is a school of thought that says in order to motivate employees you need to provide and encourage promotional opportunities to a higher level supervisory position. What is often times overlooked in this school of thought is that not everyone is motivated by or has the inclination to be a supervisor. Does that mean there should not be supervisory promotional opportunities? Of course not. What it means is that supervisory promotional opportunities should not be the **only** opportunity provided to enhance the employee’s earnings potential and career status.

Numerous studies have shown that employees are motivated by more intrinsic factors such as:

1. Being treated with respect;
2. Being given recognition for good work; and
3. **Being provided with on-going training opportunities that enable them to enhance their job skills.**

Using these intrinsic factors as a guide, you may wish to develop a “professional standing” promotional system whereby as skill levels increase, so do salary levels and career status. Under this type of system, individuals who do not wish to promote to supervisory levels will still have the ability to increase their earnings potential and career standing as their professional expertise within public safety communications increases.