

Web links to material referenced in the talk:

How NOT to demoralise your co-workers

Marko Divac, PMP

(email: mdivac@yahoo.com)

Louis C.K.: Everything is amazing and nobody is happy (long version)

http://www.dailymotion.com/video/x8m5d0_everything-is-amazing-and-nobody-i_fun

Simon Sinek: First why and then trust

<http://www.youtube.com/watch?v=4VdO7LuoBzM>

Simon Sinek: How great leaders inspire action

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

Jason Fried: Why work doesn't happen at work

http://www.ted.com/talks/jason_fried_why_work_doesn_t_happen_at_work.html

Micro inequities skits:


<http://www.math.tamu.edu/~geller/skits.pdf>

How NOT to demoralise your co-workers

Marko Divac, PMP
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How (NOT) to make your co-workers miserable

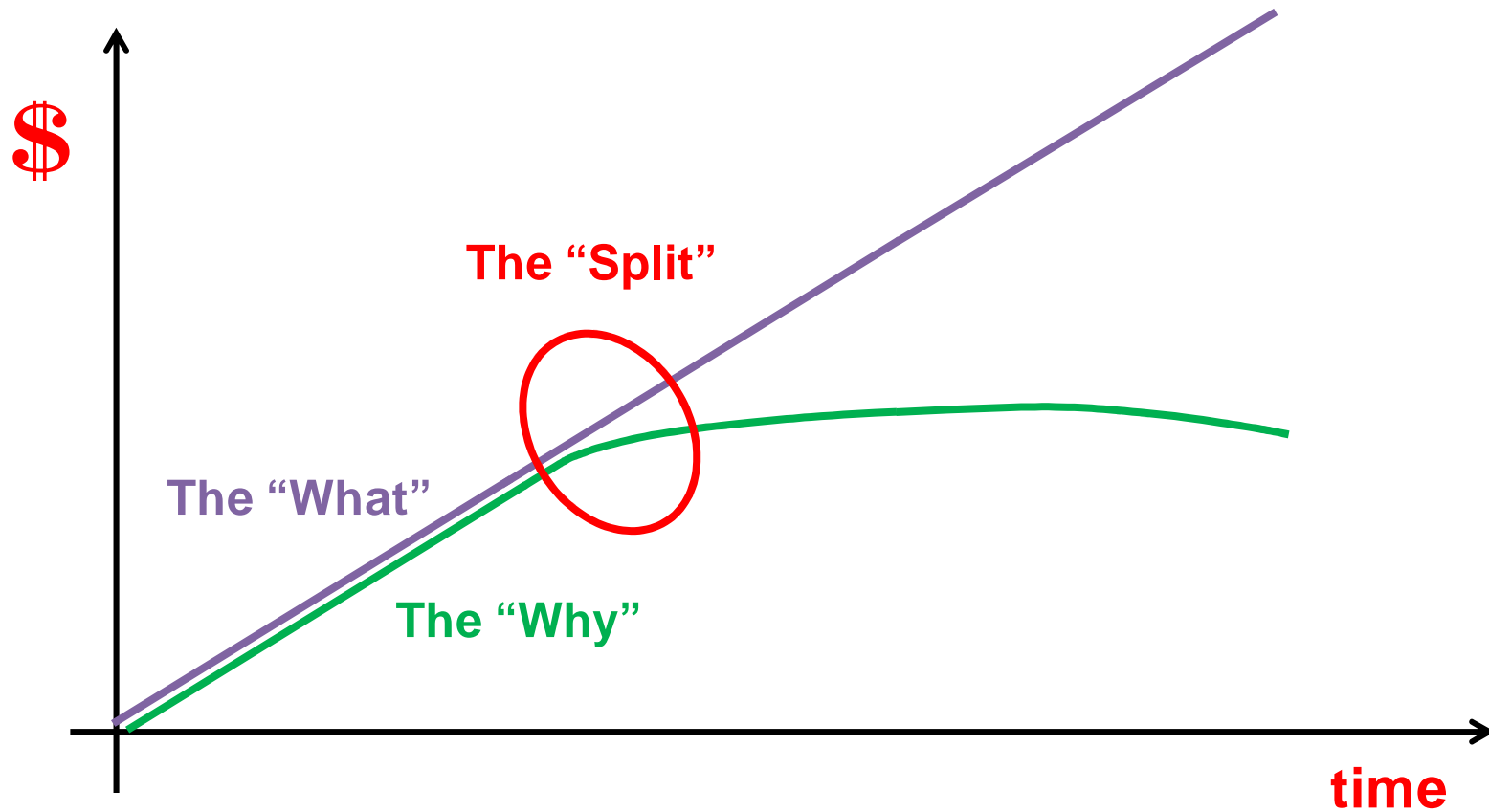
(alternative title)



Louis C.K. (4min 10s)

The “Why”

(Simon Sinek: “First why and then trust”)

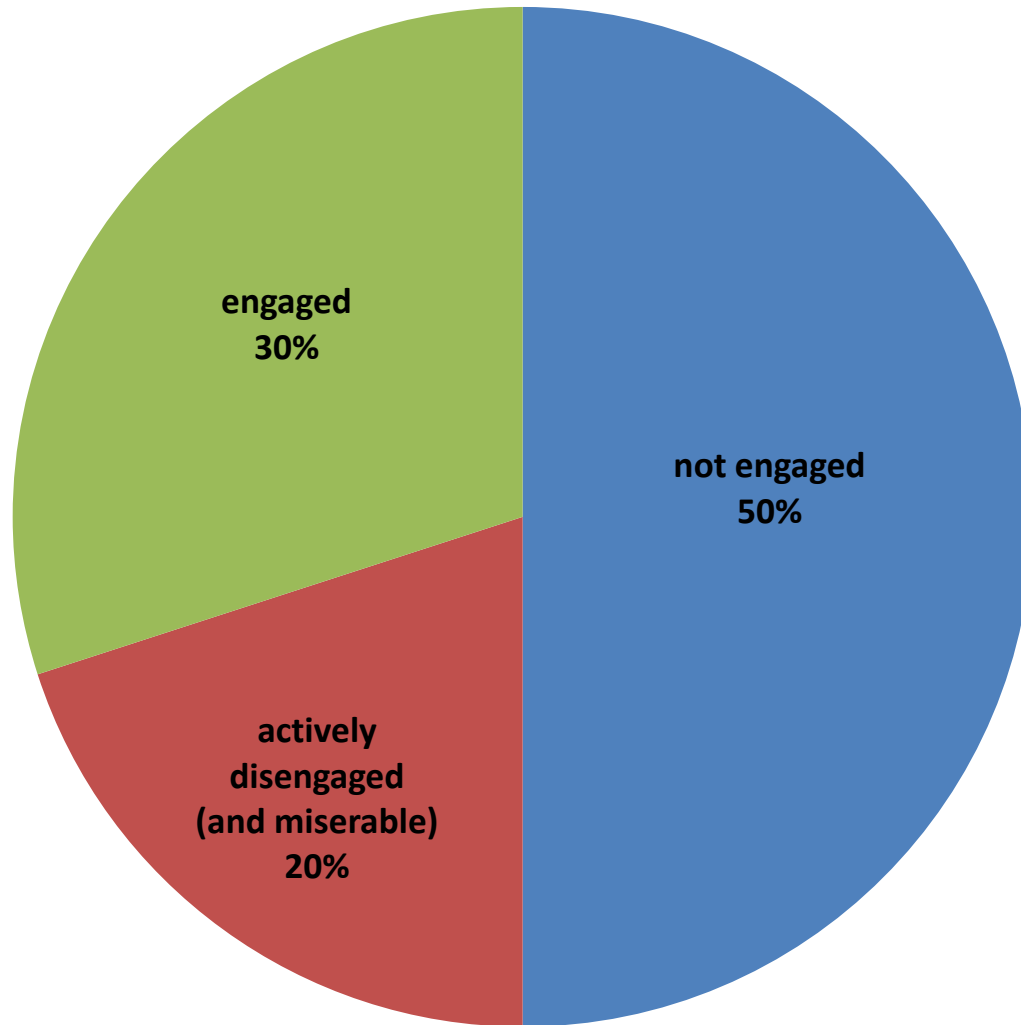


How (NOT) to make your co-workers miserable

Employee Types

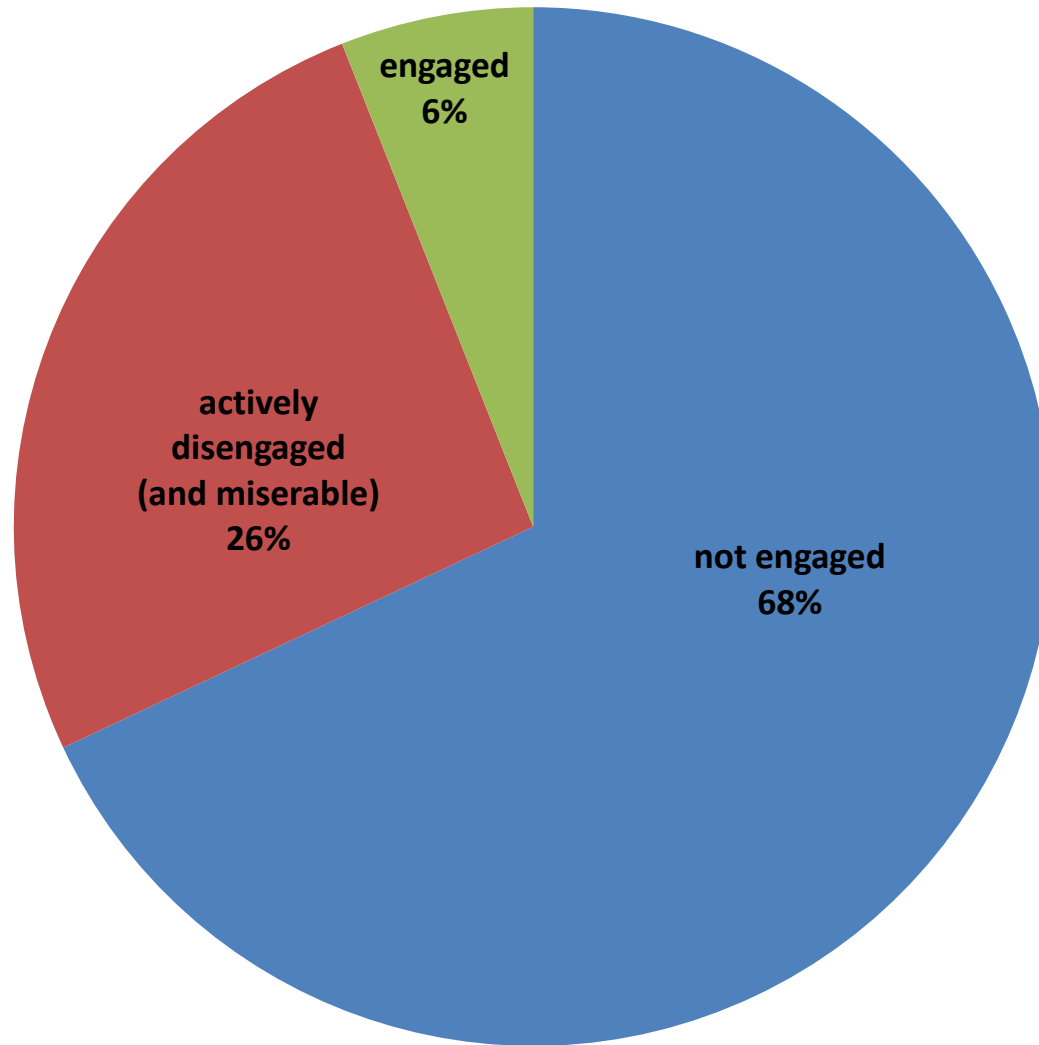
1. Engaged
2. Not Engaged
3. Actively Disengaged

USA



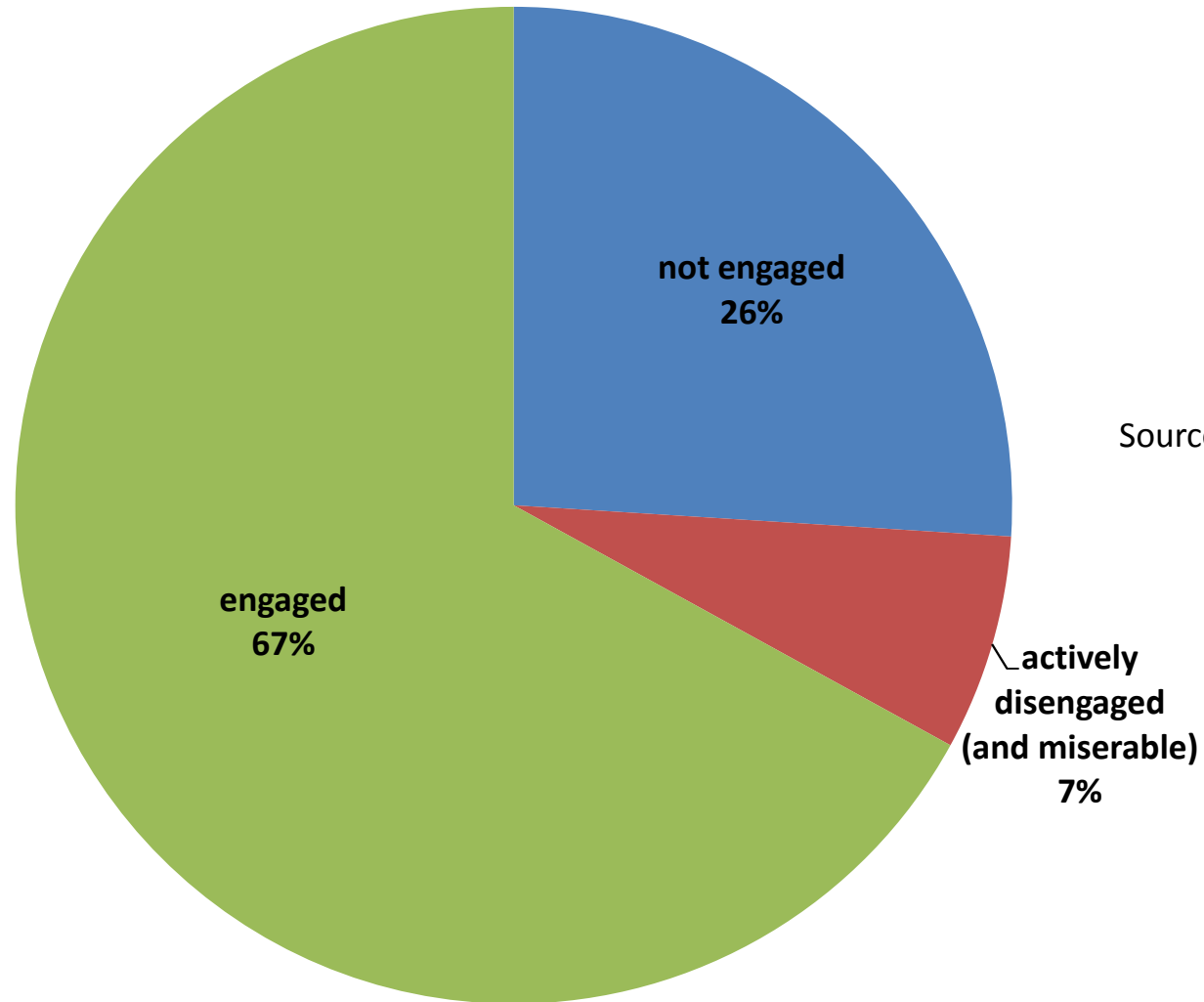
Source: Gallup 2013

China



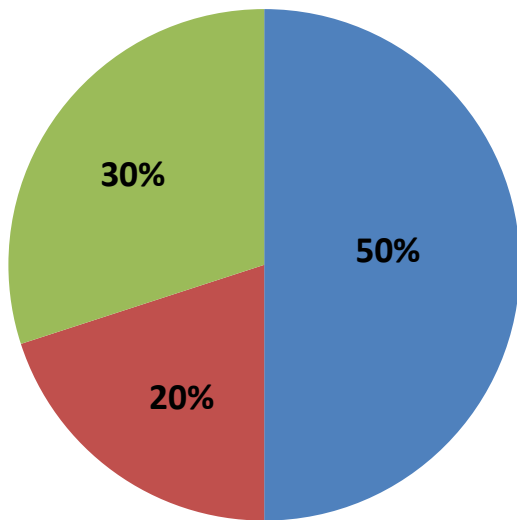
Source: Gallup 2013

1st class organizations

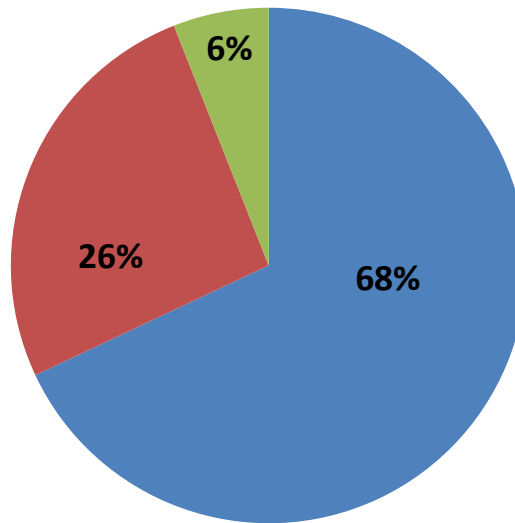


Source: Gallup 2013

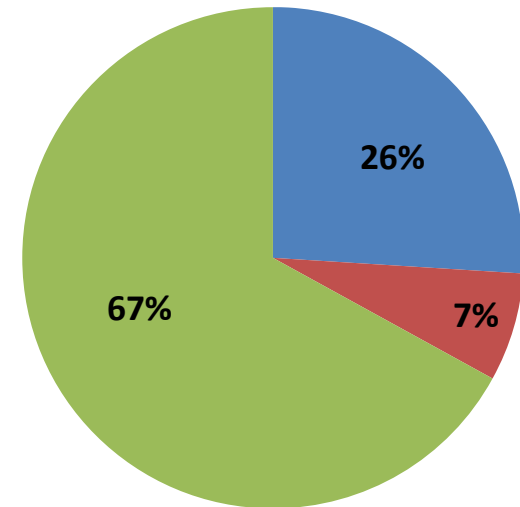
USA



China



1st Class



Key Demotivating Factor

keep your co-workers
from making progress
in meaningful work

I'll take someone happy & average
over a guru who is
disgruntled & frustrated.

(Jason Fried, www.37signals.com)

Behaviour to be avoided

1. "Motivate": deliberate tasks in attempt to motivate someone
2. "Us & Them" culture: encouraging or turning the blind eye
3. Meetings that waste people's time
4. Micromanaging of subordinates and co-workers
5. "Your time is not as valuable as my time"
6. Instructions overload: numerous/confusing instructions
7. "Lead" by (bad) example
8. Excessive workload and unrealistic deadlines
9. Take a ride: abuse the system or protect people that do it
10. Microinequities: subtle/intangible discrimination

Recipes for Destroying Trust

1. Demand responsibility without giving authority
2. Demand doctor's note for sick leave
3. Demand death certificate for leave due to attending funeral
4. Demand the job is done with less people and same deadline
5. Don't follow through and/or forget things
6. Keep moving the goal post
7. Hijack ideas and pass them as your own
8. Demand re-work after omitting the details in requirements