

I'm not robot!



Imagine a workplace where everyone did what you needed them, without the need for micro-management and prodction. Even better, imagine the employees who do these things because they want to sincerely, not because they have to! The motivation is probably the lever managers and the most critical leaders for creating high performance. Motivating your employees and satisfying their needs, you will probably see them make the most of their contributions, often without you need to do all the time. Good leaders and managers understand that to create high-performance individuals and teams must tune on the human motivations of their people. The hierarchy of Maslow needs is a reference model that explains the psychology of human motivation. It will help you spend less time guessing what makes your people come up so you can spend more time doing the things that motivate them. What is the hierarchy of Maslow's needs? In 1943, in his paper "a theory of human motivation", a humanist psychologist named Abraham Maslow proposed a theory that he called the hierarchy of needs. Maslow believed that all humans had needs that were to be met, from basic needs to more complex. According to Maslow, people will be consumed by their basic needs before switching to other more advanced needs. To understand this principle, imagine not having eaten for three days; Your dissatisfaction for this situation will probably give you a great motivation to find food. At the same time, it is unlikely that you are motivated to do a great job at work and get awards to do so. Maslow argued this idea by saying that "a person who lacks food, safety, love and esteems would most likely hunger for food more strongly than anything else." In short, do not satisfy a need will often monopolize a person's thoughts, decreasing every idea of satisfying higher-level needs such as esteem recognition. Once the basic needs at a given level are satisfied, the next level in the hierarchy emerges more strongly and becomes an engine of behaviors and thoughts. Maslow's theory highlighted the idea that an satisfied need is not more an active motivator; Therefore, once a person had satisfied the requirement, he tried to satisfy a high need. For example, many people will be motivated by an increase in their salary, until they receive this salary! Once the person has satisfied that need for money, he is less likely that he is a constant motivator. In fact, you could now be motivated towards a higher salary or a completely different goal. Leadership has prompted the skills that our apprentices learn about a leadership and management course can prepare them for almost everything. Listen to Jamie Davies of our ILM Level 5, tell us about the flexion of her leadership muscles in the Jordan desert, during its period as a recruit on SAS: Who Deserve Vince. The 5-level pyramid, from the basic needs to the latest needs, Maslow presented us the five human basic needs: the Maslow model presents the hierarchy of needs in a pyramid, here our adapted version: the basic needs (Level 1-2) Level 1: physiological needs our basic physiological needs (aka physiological units) guarantee our survival. Some examples of physiological needs include: heat for the shelter of food water and the homeostasis of rest (this is the natural mechanism of the body to maintain a stable and constant environment) these physiological needs are the most basic in the hierarchy of Maslow and provide people with a sense of safety that survive another day. Once you meet, let's move on to more advanced needs. Manager can: adneiza adneiza aut al es iterroc trofroc e arutarepmet id illevil i erenetnam rep otaddeffiar o otadlacsir neb ais oroval id otsoq li ehc israrucissa". A oilgem ,erinrof ioup 'Aip ,oroval ia eratrop id ongosib onnah asoc erepas id israrucissa o itnednepid ia itaugeda augca e ehic work outdoors, make sure to give your personal clothing to suit all weather conditions. Maintain company coffee shops, kitchens and vending machines provided with a variety of healthy foods. Maintain the working spaces properly, especially where workers spend any length of time, such as desks and production lines. Ensure good air quality, complete DSE ratings and act to improve these spaces. Level 2: Once a person's physiological needs have been met, security needs at level two of the hierarchy come into play. Security needs are focused on not hurting us and fulfilling an innate desire for control and predictability in our lives. These security needs include: protection from elements and danger (e.g., shelter, clothing, PPE) Mental peace and freedom from fear Labour security and/or a means of income Legal security Financial security (having a constant income to provide themselves) Safety against accidents, illnesses and accidents at work and at home The most common needs that people experience at this level include feeling secure within their home or work space, knowing that their family is far away. Once these needs are met, individuals will move on to more complex needs. Managers can: provide a safe and secure working environment with clear guidelines and responsibility and ensure that workplace safety is appropriate. Make sure employees know that they can be there for their families without fear of judgment or negative results; This can include friendly policies like timefor emergencies, birthdays, flexible working hours and more. Managers should use strategies such as the implementation of new policies on safety and well-being, harassment, bullying and equal pay. Consider providing health insurance as part of dependent packages. 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Offer employees responsibility for projects or tasks that build their experience, skill base and self-confidence. Do not put employees in situations beyond their ability; the work of the manager is to build people and to support them moving at the right pace for them. These strategies are great ways to help manage insecurities by providing an environment where people can feel competent, while feeling that they live up to your expectations and their own. The self-full needs (Level 5) Level 5: Once the four levels of the Maslow hierarchy are satisfied and the estimate needs to control, you can climb to the pinnacle of the Maslow motivation pyramid where self-realization needs to live. Authorization is the desire in human nature to satisfy our potential. Abraham Maslow called it "... the desire for self-realization and to become more and more than one is and of all that one can become." Self-fulness is the desire to achieve the needs of personal growth and to achieve its full potential. The needs of self-actualization include: A need to be appreciated and recognized, which means desire for others to notice your results The need for creativity, which refers to improving the skills and thinking of new ideas or solutions. A need for personal growth, which is the goal of learning more about yourself or trying something you have never tried before or learning a skill that can improve your self-esteem. Authorization also needs to become aware of its defects to work on them and become enoitseg onitseg al e pihnsredael al eralotitrap ni ,inoub oppulvis id e otmemidnerppa id immarginr i itutu ni erappa arutan atseuq id enoizazzilbibnes al ,ezzellobed orol el erattecca e @As id ilovepansoc 'Aip eratnevad a anosrep el ondapullis eratuia onosop reganam i ,inoizatserep etla e e enoizavitom al rep aterges aslas al "A atseuq otnaug ni ,olopop out led eznegise el etttut erafsiddos id olleuq eresse ebervod redael o reganam id ovitteibo out li ,Aticapac eus el e itnelat ious i omissam la erasu 'Aup odnauq "A ehc , "otazziiautta-otua" eresse id outvidvni nu id ocsenirtni oiredised li artsulli wolsaM id ahicrereg al ,Jonoved ©Ahcrep noN Aretuia it wolsaM id airoet al ,enosrep elled redael nu o reganam nu ies eS ?inamu ingosib ius irotseg ied aruc orebbervod irotseg i ©Ahcrep jwolsaM(." iul id ollortnoc li oserp aibba opac ous li es emoc isritnes 'Aup non "anosrep alled elauttelletni Atirgetni'l atavreserp eresse eved anosrep al." :otted ah odnauq etnatropmi enoizel anu otinorf ah ossets wolsaM ,opod eraf orebbervod asoc us elanif enoisiced isaislauq erednerp id amirp oiziduig aznes ireisnep orol i erettemsart 'Aup outvidvni'l iuc ni anas alovat anu odnenrof iliciffid inoicised noc onatua jolrid ehc otsottuip eranella id acrec am ,oirasescen odnauq adiuq anu erinrofr enoizazzilautta-otua'l oserve odnaznava onnats emoc us kcabdeef erad e anosrep anu id eroireps ollevil id ivitteibo ilg erednerpmoc id itazrofS ,oroval orol li rep itseihcir iranimes i o inoizel el eratneueqerf onassop ehc odom ni oroval lad orebil opmetAa li itnesnoC ,otua-otua id itunetnoc id airerbil anu noc otmemidnerppa'lled enoitseg id ametsis nu eraredisnoc iouf ,itnednepid led isseretmi ilg rep itnavelir itnemogra us otua-otua id oedv e ilocitra ,irbil a ossecca erinroF ,elanoisreforp aticserc al rep Atimutropo erirTO ,etnemilaizrap onemla ,otfafsiddos onos non eznegise erlla el etttut es otazziiauttaotua eresse anosrep anu rep eliciffid "A ,ereneq ni eravort ad iliciffid onos Atiibba enucila ©Ahcrep osseps enosrep id aznaromim anu ad olus etnauigar ereneq ni onos enoizazzilautta-otua id eznegise eL ,oppulvis-otua'llus eraroval 'Aup ,azzellobed id e azrof id itnap orol led ilovepansoc : "A anosrep anu odnauq oloS elainesses elainesses "A non ehc otageips ah wolsaM ,evahic onos non e erescerc id oiredised lad ongrene itseuQ ,aticserc id iredised etmahic onos wolsaM id otla 'Aip ollevil id eznegise eL ,oirartnoc IA ,ilovepaics ezneugnesoc o itnemitnes erative omailow es elainesse ,A erofreini ollevil id eznegise etseuq erafsiddos ehc acifingis 'AIC ,aznerac allad onavired amits id e ilaicos ,azzerucis id ,icigolosis ingosib i ,inamu iressc ilged itnematropmoc i eravitom len ovitacifingis olour nu onoglovs ,ahicrereg aus alled esab al onocsinorf ehc ,illevil orttaug imirp if ,aznerac id eznegise el ehc eneitir wolsaM ,aigetarts eroilgim artsov al "A non avel anu emoc Atissecen alos anu us isodnartecnoc ,idniuQ ,enoizavitom anu id 'Aip ah otta nu ehc "A itnematropmoc itaniretred eraerc id onacrec ehc reganam i rep oilginsoc nU ,olraf a Aretuia it ehc otarutturts ordaug nu itrad 'Aup ingosib ied ahicrereg al eripac ,maet out li eravitom iouv eS ,enoizazzilae-otua'l osrev enoiscnesa isaislauq Aridepmi etenmatrec e jetailginsoc nonf ezneugnesoc ivarg Arva augca'l erenettart id otatlusir li ,oipmese eralocitrap otseuq ni ,ottafsiddosni Ardna ocigoloisif ongosib li ,asse id aznes emoc))): "Affac ,em emoc eteis es of augca ereva id israrucissa rep ezzehgul idnarg a Ardna anosrep anu ,oipmese dA ,eznegise euqnic el onognetos ehc inoizidnoc el erenetnam o eregnuiggar id oiredised lad etavitom onos anosrep eL ,ollevil ingo a itnasserp 'Aip eznegise el erafsiddos id israzrofs orebbervod reganam i e redael i ,enoizazzilae-otua id e amits id eznegise el erafsiddos a itnednepid i eratuia reP ,otfafsiddos 'Aip onnah anosrep el ehc illeuq etnemalareng onos iroirefni ingosib i ,opmet ossets olla etttut ,etrap ni ,otfafsiddos osseps 'Aip onos anosrep anu id inamu ingosib ied enidutitmol al ehc ailginsoc wolsaM ,opmet li ottut id eznegise el etttut erafsiddos elibissopmi isauq "A ehc itserettecca etnemilaborp ,eroirepus ollevil id ingosib irtia onagreme ehc amirp ollevil otaniretred nu a eznegise el etttut a shortage or lack of something, if we cannot meet the needs of deficiency, at least in part, then the probability of becoming self-realized is rather thin; That's why!l should work through the hierarchy of needs, ensuring that there are few dissatisfied needs possible. The hierarchy warns the hierarchy of Maslow's needs certainly has the critics of him. Here are some of the points of dispute that are prevalent in the criticisms of the theory: â € â € â € human needs do not follow a rigorous hierarchy "while some studies have shown evidence of hierarchical needs, most of the research do not have it confirmed. Waiba and Bridwell, in their document "Maslow reconsidered" (, revised the headband of testing maslow studies. "Their work culminated in i They reporting a lack of tests in support of the ranking of needs and the existence of a hierarchy. While the Maslow hierarchy is generally represented as following a rigid order, Abraham himself has indicated that "the average order" does not always follow . He said that "it was observed that an individual can permanently lose the highest desires in the hierarchy in special conditions." Maslow explained that we should not see individual needs as the only determinants of specific behaviors; we should examine many behaviors as motivated. In part, from each of the five needs, with some or all that influence the motivation in some way. You can find an example in the act of eating, invariably guided by multiple encores any human motivations. In this example, eating can come from the physiological need to fill the stomach. At the same time, the act can be motivated by the need to make things feel better or more comfortable. In addition, the meal can be consumed with friends who satisfy the need of a social connection. I know that the strange donut passes the lips with the polyhed needs of hunger and comfort that eat after a bad day in the office! If I can with friends, much better. The theories of motivation are not synonymous with behavior theory when considering how to influence changes in behavior, behavior;It cannot be strictly concentrating on the right theory of motivation; To do this it would ignore biological, cultural and situations decisive. As a manager, it is necessary to consider each person and situation individually, considering both the basic needs and the larger personal preferences. Conclusion Abraham Maslow has given a great tool to put our management of people on the ground according to their innate human needs. Leader and managers can use the hierarchy of needs in strategic and operational planning to create a positive work environment and increase the motivation of employees. But, the hierarchy of Maslow's needs is not the only theory of motivation in city. Other psychologists and practitioners have served their motivation theories, include: the theory of the two factors of Herzberg â € " said that two factors determine the satisfaction of the work; intrinsic factors (the nature of the work itself) and extrinsic factors (pay, state, working conditions). Vroomâ € " S The theory of expectations â € " suggests that behaviors derive from aware choices made to minimize pain or maximize pleasure. More secure someone is in the result, more high it is likely that the motivation is. The theory of Robert House Path-goal â € " tells us that the primary role of a leader and manager is to motivate people. The objectives make it clear and providing a path to achieve them. They must also clarify the rewards for employees to achieve these goals. Adams' theory of equity â € " explains that people want to balance that they are getting with that they feel the others are getting. For example, if you have a higher salary of someone else and the other person is doing more work, the other person feels less motivated. motivated.

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