

## How to Get the Best Performance From Your Employees

Your best employees are always going to be on the look out for the next best opportunity in today's competitive job market. To hold onto them, it's essential to develop their career goals so that the next best opportunities are with you.

From your perspective, long-term growth must parallel employee motivation, advancement, and performance at work in order for the business to reach its long-term goals.

You've worked hard to [hire premier performers](#) while avoiding bad hires. You know what really matters is not how much money you make, but how much you keep. Retaining excellent employees can be understood as retaining earnings. Here are 4 actions to take in order to retain and get the most out of your star players by focusing on goal setting and motivation:

- **Start at the End** – Imprint your company's long-term goals on your employees. Show employees how they are vital to achieving the end goals and where they are expected to be at specific future intervals. Make them accountable for reaching milestones. Setting directed goals keeps employees motivated. Once you lay the track, believe in your employees to stay the course.
- **Be the Coach, Not the Trainer** – New employees need to learn what to do at work. With the proper coaching, they will do it well. Your employees will want to work hard for you if you regularly motivate them. Coaching your team means establishing a collective goal and inspiring output from each individual. Help each employee set and reach a goal that contributes to your team objective. As a coach, you set the parameters for what is expected, while also rewarding and acknowledging employees who exceed expectations. Check your tracking systems and let your whole team know who is doing an excellent job. Openly commend high performers. In doing so, you show employees how valuable they are to company objectives, and you make other employees improve their performance.
- **Establish Clear Advancement Plans** – You know where your business is going, so it's your responsibility to make sure your employees do too. Communicate with them about what's coming up next for the company and each individual's role. Create career maps that incentivize employees from day one and promote strong performance. When individuals know where they're going, they will look forward to their jobs, rather than looking around for new ones. Your employees will get involved in their own advancement while your business grows.
- **Cultivate Effective Workplace Communication and Social Skills** – Make sure all of your employees are transparent, and you are transparent with them. Welcome open communication between your employees and other managers. They'll feel more connected and capable of peak performance, while you'll be in tune with what they're doing and how you can help them. Encourage your employees; give merit to their opinions and ideas. Actively build team chemistry so that employees want to work together. Strong communication and teamwork will help you pinpoint what's working, pinpoint what needs

improvement, and produce you the best possible output from your employees.

Knowing how to inspire your employees and bring them to peak performance is essential to your company's success. Putting time and effort into your team's motivation produces immediate and long-term returns. When your employees want to work for you, they won't think once about leaving. On the contrary, your company will become a rapidly expanding growth machine that everyone wants to contribute to.