



Mary Kelly, PhD, CSP, CDR, US Navy (ret)
Keynote Speaker | Business Consultant | Author

Are You Demotivating Your Team?



(This is a part 2 of [this](#) series)

When Leadership Demotivates Employees

I was part of an organization that loved conducting employee surveys. As an economist and leadership author, I love data that yields results. However, surveys need to be properly conducted, or the intention can backfire.

The leaders dutifully distributed survey after survey about work conditions, corporate culture, and ways to improve the workplace.

The problem was that the senior leadership didn't share the information collected, nor what they planned to do with it. It was simply busy work for the sake of appearing to do something that looked like leadership, but clearly was not.

As employees realized that they were spending time on surveys that didn't matter, their attitudes shifted. Employees felt that their time, their inputs, and their jobs didn't matter. Worse, it was rumored that the survey was actually intended to pinpoint unhappy employees to get rid of them.

These bosses are being deceitful and disingenuous. This is not leadership. Employee surveys should have a clear rationale, and if they're anonymous, an explanation of how names are kept confidential. There should also be a strategy on how to communicate the survey results to the employees, along with future plans for action. Otherwise, leaders risk losing employees' trust.

The numbers speak for themselves. In current research, only [24 percent of employees](#) who took a survey with no follow-up considered themselves engaged.

Holding Leaders Accountable

One way to show that leaders care about being a good, authentic leader is to be accountable. If you make a mistake, communicate with employees about what happened, recognize the mistake's effect on them, take responsibility for it and explain why it shouldn't happen again. If you are late on a project, resolve to better prioritize and make it right. To prevent recurring problems, set up systems designed for accountability.

Leadership is hard enough without making it worse by demotivating the employees you are trying to help.

I'd love to hear what you think about this article. Please post your comment [here](#).

***** Please share this article! *****



Leading Millennials So They Can Lead Organizations

Mary's recent video "Leading Millennials So They Can Lead Organizations" [here](#) is part of her new program, Leading the Future: Succession Planning and the Future Workforce



Get Mary's Kindle Books for 99 cents!

[Why Leaders Fail and the 7 Prescriptions for Success](#)

Why do so many leaders fail, and what do the best do differently? Whether you're in your first year of management or your 20th, Why Leaders Fail is a must read for aspiring leaders who know they need to be constantly learning, improving, and developing their leadership skills.

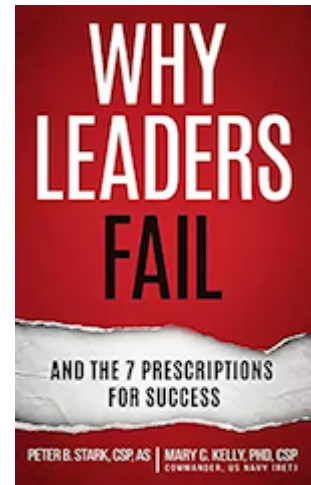
Leadership is at times misunderstood. Why Leaders Fail explains the key traits needed to lead at a higher level and unleash the power of your people.

- Garry Ridge, CEO, WD-40 Company & co-author of *Helping People Win at Work*

This book is timely and timeless! Absolutely true and relevant! Thank you, Peter and Mary for exposing the blind spots of today's leader and giving a practical blueprint to be great! It helped and inspired me as I am sure it will do for many others.

- David Horsager, researcher, strategist and bestselling author of *The Trust Edge*

[Get Why Leaders Fail and the 7 Prescriptions for Success here](#)



[Master Your World - 10 Dog-Inspired Leadership Lessons to Improve Productivity, Profits and Communication](#)

Leadership determines whether companies rise or fall. Do you want to solve your leadership challenges? Do you want your organization to operate smoother, work together, and enjoy achieving shared goals?

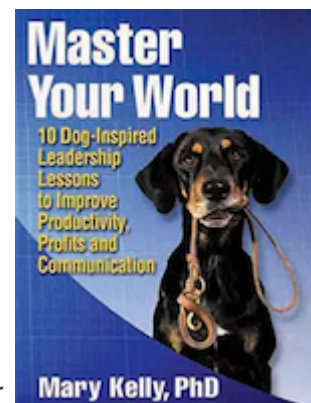
"Mary Kelly is a master of motivation. Mary has a wonderful sense of humor and makes a compelling case for leading productive teams in a way that really works."

- David Dye, author of *The Seven Things Your Team Needs to Hear You Say*

"After hearing Mary Kelly speak, I ran out and bought her books right away. She's smart, funny and practical -- and her books are the same. I love how she mixes her passion for animals with lessons on leadership. It makes the concepts more relatable and gives you instant ideas on how to change your leadership style for the better.

Highly recommended!"

- Beth Ziesenis, author of *Nerd Know-How*



[Get the Master Your World book here](#)

We are being booked for conferences and events for 2018! Let's make sure you get the date you want. Call 719-357-7360 or email Mary@ProductiveLeaders.com!

We don't assume, so here is a brief list of what we do:

1. **Motivational leadership keynote and breakout speaking for conferences, conventions, banquets, and events**
2. **Economic updates and leadership programs, particularly for the real estate, insurance, medical, and financial sectors**
3. **Executive coaching to improve strategy, business processes, and profits**
4. **Strategic business planning retreats**

Call me 719-357-7360 or email Mary@ProductiveLeaders.com.

Do you know anyone planning a conference who needs a motivational economist leadership speaker, or a business that needs a push forward? Please [contact me](#). I sincerely appreciate your referrals!

Mary C. Kelly



Would you like to use any of Mary's articles in your newsletter or website? Please include this byline: With over twenty years of leadership experience and a diverse background leading teams in the U.S. and abroad, Dr. Mary Kelly makes leadership a reality for all levels of an organization. Register for free newsletters at ProductiveLeaders.com



ProductiveLeaders.com | Mary@ProductiveLeaders.com | 719-357-7360