

What Motivates Nurses?

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For many years I searched for the answer to the question “what motivates nurses?”

I wish to say one day “Nurses are highly motivated, they out-produce anyone else that I could compare them to, and they always come through when they are needed.”

All people books, magazines, articles and courses had many bits of advice and so called “facts”, but still many managers seemed to believe employees are greedy, wanting only money and vacation time. Others believe its one-minute pats on the back that keeps people going and still others don’t think the question is important at all.

A MOTIVE: is a need or desire that incites and directs a person’s actions. Need to become the best person that one is capable of being.

MOTIVATION: is a concept used to describe both extrinsic conditions that stimulate certain behaviour in human beings.

The intrinsic response is sustained by sources of energy, termed “motives”. They are after described as needs, wants, or drives. All people have them.

Will I be motivated if the following needs have met?

1. Needs relating to working conditions that includes:

- Pay increase/Incentive rewards.
- A job that permits autonomy of action
- (Satisfies stimulation needs).
- Professional environment
- (Satisfies belonging needs)
- A job that allows freedom of
- expression (satisfies esteem needs)
- A job that encourages activity
- (Satisfies self-actualisation needs)

2. Needs relating to the work itself

Includes:

- Challenging aspects of the work
- Added responsibilities
- Opportunities for promotion
- Opportunities for advancement
- Ability to welcome change and
- Uncertainty.

Don’t hide problems in the work place-talk about them. Tell them how they fit into organisation; discuss the performance. Employees will be more comfortable and will be more willing to follow directions.

3. Keeping the word: Keeping word is highly motivating to employees. If you make a promise, then you keep it.

4. Fairness: Fairness means thanking nurses when they have done a good job, and disciplining when necessary. Treat people with respect and give them what they are due. If leader is fair, nurses will be willing to work as hard as you want. They will go an extra mile for you.

5. Confidence: comes from the internal sense of security that one is competent to make a statement or take action. Which encourages autonomy, participation and the empowerment of nurses in decision-making?

6. Show respect: People have desires, hopes, dreams and ambitions. They want to achieve something in life. The best way to get people to be motivated is to show respect. Treat them as human beings and intelligent person. Don’t belittle their personal life.

7. Be clear and firm: Don’t put off decisions, when decisions are made, communicate it well and stick with it.

8. Commitment: is the internalisation of idea and a resulting drive to accomplish specific goals. It is the ability of the leader to translate the importance of the goal to others and elicit actions from others that support reaching a goal.

9. Insight into the needs of others: is the acute awareness of the reason behind events and an ability to anticipate results of actions. When a leader can put goals into a form, that has real or personal value to each person, and then motivation will exist.

10. Reward the producers: reward people who do their best and achieve good results.

Additional key qualities of a motivational leader are:

- Abilities to listen
- Reserve judgement
- Give direct and positive feedback
- Recognise individual value through respect for others
- And use humour

Who can provide the opportunity to increase my motivation?

Motivation is measured by observable and recorded behaviours. Deficiencies in needs stimulate people to seek and achieve goals to satisfy their needs.

I. Observe the following nurses

- Nurses, pursuing an area of nursing specialisation, to the extent of continuously acquiring new knowledge and skills enabling them to make rapid and accurate nursing plans and implementation.
- Nurses, who go a step further and teach others, extend themselves and then write articles to provide the information for all.
- Nurses, continuously pursue off duty education courses for academic credit to update clinical practice.
- Nurses, perform activities in a positive manner.
- Nurses, act with truthfulness and integrity to support principles they believe in.
- Nurse's goal oriented.
- Nurses actively dedicated to improving their quality of life and the quality of patient/client care
- Nurses come on duty on time, work hard and without error, maintain a pleasant demeanour and meet all standards of performance, appearance and behaviour.
- Nurses motivated to excel and be creative.
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II. A true leader: is someone who is self-motivated to achieve and able to energize others motivation implies action and energy.

Leadership includes the ability to understand what drives individuals to take specific actions and create opportunities for them to meet personal and organizational needs at the same time.

The key qualities of a motivational leader.

1. Knowledge and skills: to accomplish goals and able to support or suggest changes.

2. Effective communication: The number one thing that motivates people at work is not money or time off but effective communication. The ability to convey ideas clearly and in such a way that they can be heard positively. Just keep communicating with nurses openly and honestly. Discuss their goals and objectives,

How can I develop self-motivating environment?

- Modify my behaviour as motivated person
- Set personal goals
- Self assessment to identify the strengths and weakness

Summary:

Motivation is the basis for human behaviour. In this day of rapid change the need to maintain a creative, committed and productive workplace is very important. We should have the ability to motivate others to develop and achieve established goals and a sense of team accomplishment and satisfaction.

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