

Five tips to **motivate disengaged employees**

Dips in motivation happen. And when someone seems stuck, it can be hard to know how to help. But with the right support, even the most hesitant employees can reconnect with their role. **Here are five ways to help them find their drive again.**

1 Start with a real conversation

- Ask open questions like: “What’s holding you back?”
- Don’t jump to solutions – just listen and explore what’s going on.
- Understanding the ‘why’ is your starting point for change.

2 Tap into what drives them

- Use personality tools (like [DiSC](#) or [MBTI](#)) to uncover their motivators.
- Think about how they prefer to work and what success looks like to them.
- Motivation isn’t one-size-fits-all – tailor your approach.

3 Create the right environment

- People thrive where they feel safe, supported and seen.
- Show your passion and help them reconnect with the bigger picture.
- A positive culture can help even quiet resistors lean in.

4 Recognise progress, not just outcomes

- Celebrate effort and small wins. [Recognition tools](#) or schemes can be a huge help here.
- Make praise personal and timely – it goes a long way.
- Tailor rewards to what matters most to them, not just what you value.

5 Be clear - and kind - about expectations

- If things still aren’t shifting, be honest about what needs to change.
- Set clear goals and offer support to get there.
- Accountability is part of care, not separate from it.

Motivation isn’t fixed – it can be rebuilt. With the right approach, you can help your people re-engage and grow in a way that works for them and your business.

Want a bit of extra support? You’ll find more resources in our [Line Manager Essentials training](#).