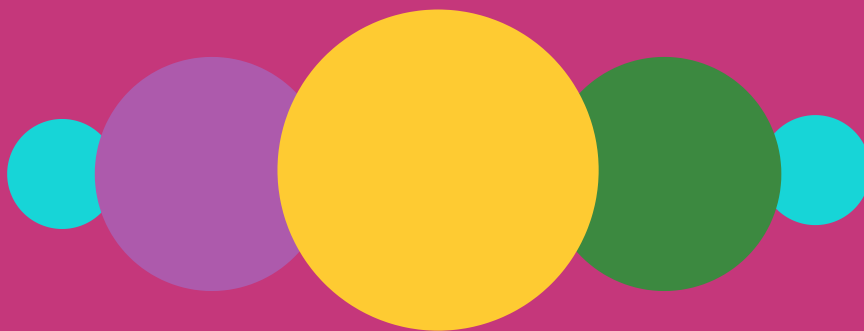


AUCKLAND BUSINESS
C H A M B E R



**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

YOUTH READY EMPLOYERS



**7 WAYS TO HELP YOUNG
EMPLOYEES BOOST PRODUCTIVITY**



Humanise your business

The most effective way to motivate young employees (and all employees for that matter) is to make them feel like their work is positively impacting society, rather than just creating revenue for the company.



Refrain from micromanagement

If you want to boost productivity, stop breathing down their necks! They're more likely to get on with their work quickly and efficiently if they feel in control! Let them understand the urgency of a task where necessary, but try and stop micromanagement, if possible.



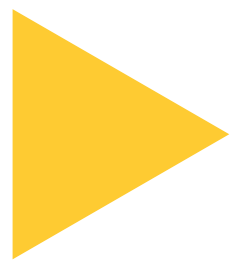
Join the revolution!

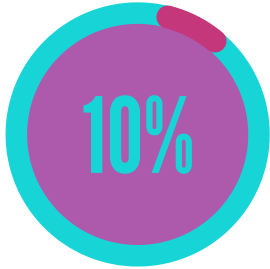
Just because some of your more experienced employees might be sceptical of using technology, your young employees will be highly proficient with it, and will thank you for it! Most young people can type a lot faster than they can write, for example, so even just switching from paper or physical contracts to laptops or tablets would make an instant difference!



Build up the family

If you make your employees feel like their co-workers have their backs no matter what, they'll throw themselves fully into any task because they will understand that it's okay to make mistakes and that there's support in place.





10% Time

Similar to previous points, young employees want to feel like they're making a difference. Allowing 10% of their schedule to work on whatever they want to impact the community will not only help them achieve this feeling, but also give them a break from their day-to-day tasks.



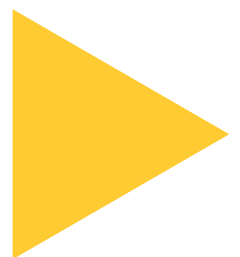
Micro-size your learning

Training is absolutely essential for boosting productivity: training boosts confidence, confidence boosts productivity! Don't force-feed knowledge down their throats though. Give bite-sized chunks of training so that it fits into small portions of the daily schedule - maybe half an hour a day, to add up to a 2.5 hour training week. These will be easier to process and understand without overwhelming young employees.

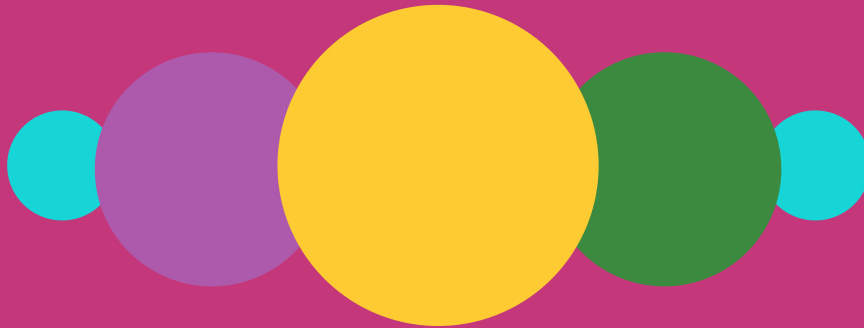


Celebrate good times, come on!

Create a process in which your employees will feel rewarded, even for the small things. We recommend modern workplace tools such as Slack, where you could create a small text channel with a catchy name like "Little Victories!", where you can celebrate the small victories for your team members.



YOUTH READY EMPLOYERS



The Ministry of Social Development and Auckland Business Chamber have launched this initiative which this document is part of called the Youth Ready Employer Programme which has been designed by The Youth Group to help companies better understand, connect, recruit, develop and retain young people for their businesses.

The programme comprises a range of online resources, including manuals, templates for job descriptions and guidelines on how to ensure your organisation is doing enough to attract young talent.



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POWERED BY THE YOUTH GROUP.