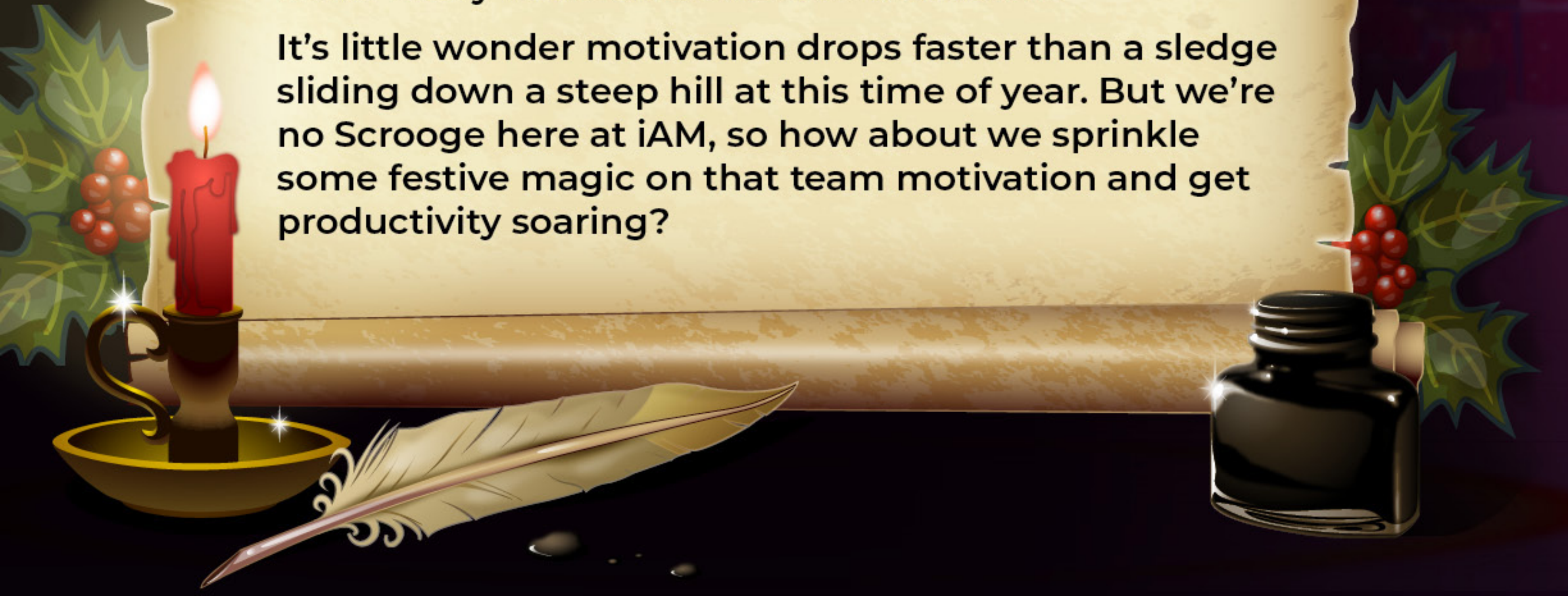'Tis the season once more! The Christmas tunes are stuck on repeat and that dependable Christmas tree in the corner is doing its best to bring a touch of festive cheer to your workplace for the 12th year running...

Thing is, research shows that productivity takes a nosedive from late November and doesn't bounce back until January. Some employees are already mentally detangling tinsel instead of focusing on the daily grind. Others, especially those in retail, are pushing hard to either conquer end-of-year targets or get through the busiest time of the year, leading to stress levels that could easily rival Santa's festive workload...

It's little wonder motivation drops faster than a sledge sliding down a steep hill at this time of year. But we're no Scrooge here at iAM, so how about we sprinkle some festive magic on that team motivation and get productivity soaring?

10 TOP TIPS TO BOOST PRODUCTIVITY THIS SEASON

Dive into a sack full of festive tricks to amp up productivity and motivation this season...

01. BE FLEXIBLE

Odds are that your employees are trying to juggle family stuff and Christmas plans along with their work. Offering work-from-home days and flexible schedules to meet employees halfway can significantly boost morale, fuel engagement, and enhance performance.

02. SET AN END-OF-YEAR GOAL

Goal-setting is the star on top of the tree when it comes to driving great performance and helping to boost engagement. What's top of the agenda for your business? How can your employees help you get there? Setting a shared goal can help to keep motivation up so you all end the year on a high!

03. MAKE TIME TO CHAT

Employees want to feel like they have a say in their workplace - and communication is Santa's magic key when it comes to preventing festive burnout. Make space to talk to your team and encourage them to be open and honest with you, especially if they're struggling. It's a big morale booster!

04. SAY THANKS!

Sounds pretty obvious, doesn't it? But this is an important one - your employees work hard and they deserve to know when they've done a good job. From end-of-year parties to staff recognition awards, bonuses or even a simple shoutout, a heartfelt thanks for a job well done goes a long way.

05. RESPECT BOUNDARIES AND WORK LIFE BALANCE

Home time is just that. It's home time. Believe it or not, your business isn't the most important thing in your employees' lives. They have personal obligations too and if you're preventing your team from enjoying a little downtime during the festive season, you're definitely going to see a drop in morale.

06. BE CONSISTENT WHEN SCHEDULING SHIFTS

Retail friends, this one's for you... An unpredictable work pattern during the festive season can cause major stress, leading to burnout, along with a lack of focus and motivation. Consistent shifts can help employees plan their life and work around each other - meaning you'll have a more motivated team!

07. CAREER PLAN WITH YOUR TEAM

If you're in a business that typically sees a bit of a slump in the run-up to Christmas, now is the time to get your staff thinking about their career plans for the coming year. This helps keep them focused, shows that you appreciate their efforts and will likely help them to re-engage with current tasks.

08. BE INCLUSIVE AND EMBRACE DIVERSITY

The festive season isn't a one-size-fits-all. Your team is a diverse bunch. Acknowledge that some employees celebrate different holidays or none at all. The more inclusive and understanding you are about your employees' lives outside of work, the happier your team will be.

09. CONSIDER FINANCIAL STRESS

Ease the financial strains of the festive season for your team! Provide support by offering resources, like access to a financial planner or engaging eLearning courses. Check out our Life Skills collection videos for a helpful starting point!

How Do I Save Money?

Why Is It Important To Pay Off My Credit Card?

What Affects My Credit Score?

10. CONNECT WITH YOUR TEAM

Additional pressures over the Christmas period can leave people feeling like they're just workers, rather than actual people. Create opportunities to connect informally with your team. Festive films and social gatherings will likely go down well, or even an afternoon office party!

BECOME A PRODUCTIVITY POWERHOUSE!

It's time to sprinkle some festive magic on your team's success...

We don't have to accept that the festive period is a productivity black hole. There are plenty of ways that this most wonderful time of the year can be just that with a bit of creativity.

Plus, don't forget, you also have access to 3 awesome bite-size animated iAM courses to help keep motivation soaring and productivity pumping this season!

ACCESS YOUR FREE BITE-SIZE ELEARNING COURSES!

Simply click the links below to get started!

- **The Power of Passion & Perseverance eLearning Course**
- **Dealing with Stress eLearning course**
- **Personal Productivity eLearning course**

WANT TO LEARN MORE?

Supercharge your L&D goals in 2024 and keep your team buzzing with motivation the entire year through with iAM Learning! Access 300+ beautifully-animated IOSH-accredited and CPD-approved courses that can be completed in just 5-15 minutes!

Simply **sign up to a FREE 7-day trial** and let the learning fun begin!

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