



# Apathy

Employees who demonstrate apathy at work may do so because daily tasks are not fulfilling, the environment lends itself to disinterest, management does not set goals, or employee performance is unnoticed.

Apathy at the workplace leads to decreased productivity, which can cause significant setbacks in a business's bottom line. To keep the workforce happy and interested, use an approach that keeps employees excited.

## Step 1

Determine the cause of apathy in the workplace. Survey employees to get their opinions to increase workplace enthusiasm and pay attention to what exactly makes employees disinterested.

## Step 2

Change the environment to promote positivity and calmness. A gloomy environment that caters to stress and negativity will likely result in apathy compared to a positive environment. Ways to change a hostile environment into a positive one include

- implementing better lighting,
- playing soft music throughout the workplace,
- making sure the workplace is clean, and
- providing amenities, such as vending machines.

### Step 3

Conduct meetings that explain changes to employees and detail the company's goals. Get a sense of where the employees stand. Make sure meetings are relaxed and fun. Provide employees with refreshments and urge each employee to speak his mind and give solutions to problems. By involving employees in decision-making and company changes, the workforce has a sense of value.

### Step 4

It is human nature to lack enthusiasm for something with no set goals. Tailor goals according to each employee's performance. For example, if one employee struggles with sales, set the bar lower for her than for someone who performs well in sales. Always try to get employees to improve and accomplish new objectives.

### Step 5

Implement rewards that coincide with employee performance. The reward can come in a promotion, or something much more straightforward, such as an extra personal day. Without rewards, the motivation to perform at the highest level will dissipate.

### Step 6

As the owner or manager, personify the change. Come to work with a smile, appear energetic throughout the day, and take an enthusiastic approach to daily tasks.