



Excitement

Excitement is energy in motion. You can feel your heart beating and blood flowing. Your body becomes energized: mentally, emotionally or physically. Something shifts within either to protect you as in fright and flight or the joys of celebration.

When a lion chases you, your body excites you to run and get the heck out there. If you receive a grand prize, you kind of jump around and feel really good. We can safely say that excitement automatically occurs. In the business settings, that's where good human resource management plays a major role regarding excitement for their employees. Creating an atmosphere for improved performance, company loyalty and commitment can be reinforced with systematic burst of events and policies that induce excitement.

When employees know that the business owner or management seeks to reward them, the seed for excitement is planted. This can be a special event or monetary infusion, respectively a Christmas Party or a salary increase. People want to be motivated and recognized, both generate excitement. The key plan, nonetheless, is not to make it habitual, because in the long run, excitement diminishes because it becomes predictable.

Example: a company gives employees an annual wage increase. Over time this become expected rather than being excited. However, if a boss came up to an employee with a sudden bonus, a wage increase, or a new benefit, it's in that moment of offering that distills excitement.

Best for management to better know what the real needs of their employees are. You do not need to be a rocket scientist to figure out what event or action would culminate excitement. Good interactive communication with your employees is the best approach to disclose information. And, good organizational communication kindles excitement: a value-added resource.

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