

Disclaimer: Activities with children must always be risk assessed, including for allergies or choking. Children must always have adequate supervision. Resources and materials must always be appropriate for children's age and stage of development.

Top tips: February refresh – motivating staff

As the post-seasonal buzz begins to wane and winter blues are on the horizon, it can be a challenge to get everyone back into energetic work-mode and daily routines. Motivation and positivity are key to creating a happy and productive environment for everyone.

Here are some top tips to inspire and energise your team for a fantastic year ahead:

- **Set clear goals:** Hold a meeting to outline and discuss shared goals and aspirations for the new year. This will help to create a sense of direction and purpose
- **Recognise achievements:** Reflect on the previous year's successes both by individuals and the team as a collective. Acknowledging people boosts morale
- **Growth of talents:** Offer training, workshops, or shadowing opportunities. Investing in CPD demonstrates that you value professional growth and development
- **Work-life balance:** Acknowledge the importance of work-life balance. Where possible, be flexible to accommodate personal situations, encourage self-care and ensure staff are supported in managing stress
- **Communicate:** Have one-to-one check-ins to understand any challenges staff may be experiencing and provide support when required
- **Appreciation:** Show that you care with small gestures such as treats in the staff room, or even an extra break
- **Be a role model:** Exhibit energy and enthusiasm. A positive attitude by you sets the tone for the entire team
- **Why it matters:** Remind the team about the impact they have on children's lives. Sometimes it's necessary to take a wider perspective to rekindle passion and commitment.



And more resources at www.ndna.org.uk/hub/myndna

[Nursery leadership and management](#) – face to face training

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