



# Fueling tech teams:

the power  
of motivation  
for peak  
productivity



**STACKSPOT**  
by ZUP





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# Introduction

Motivation is another word for employee engagement. This is a direct measurement of how much employees are involved and enthusiastic about their work and the workplace to which they belong. When talking about tech teams, it is critical to understand motivation's role in their short- and long-term output.

The value that tech teams can provide to an organization sees a direct impact or linkage to their motivation. In fact, 71% of executives believe employee engagement is critical to success, with highly engaged teams having 21% more productivity.





# Motivation in Tech Teams: A Key Factor for Productivity

Think about the makeup of a tech team as it relates to their overall productivity. When considering a tech team, you must consider them as a collective unit working towards an output. It is like an old-school team-based project you would do in school. What would happen when one or two of the team members did not have adequate motivation or did not do their part? Ultimately, the school project typically would not turn out as you would expect.

Tech teams need to feel self-empowerment and establish team norms to rally around. In addition, they need to understand the overarching vision they are marching toward with their output. Finally, that vision must see a linkage to the strategic goals of the organization, as well as its profit goals. The transparency and self-empowerment you can create for tech teams can significantly affect their productivity.

Employee motivation in tech teams drives the overall quality of work and boosts productivity. When you can bring a tech team together and make them feel engaged and motivated to succeed, you'll achieve positive results all around.





Motivated employees can work productively with minimal interruption to their progress. Simply put, when you have motivated employees, they will be more productive.

## **Benefits for Leaders and Teams**

Many benefits can be found when discussing motivation in tech teams and its impact on productivity. In order to understand the benefits, it is best to break them down into easily understood categories.

### **Time Optimization**

Time optimization is all about taking the work you need to do and managing it as efficiently and effectively as possible. As a member of a technical team, you need to understand all of the different responsibilities and obligations you have to your team and your day-to-day output.

Now, how can you work best to achieve all of that in a time-sensitive fashion? When you can optimize your time, you will get what you need to get done effectively and efficiently.





With motivation being at a high level, you are likely to achieve the overall goal of time optimization. When you can set a tech team loose on a project and see them achieve success in the most efficient way possible, it can lead to faster incremental delivery and gains realized sooner than projected.

Optimizing your time also reduces stress and anxiety levels, less waste, whether it be waste due to a poor workflow or tech debt, and more time to focus on team building and personal career growth. Motivated employees on a tech team will manage and optimize their time with precision.

## **Reduction in Cognitive Load**

The concept of cognitive load is all about how much your brain can handle at any given time. Cognitively, when are you at max capacity from a problem-solving perspective, and what is your peak load you can deal with? Employees who are super motivated on a tech team will find ways to reduce their overall cognitive load.





To reduce the **cognitive overload** of a tech team member via motivation, you need to put them in a healthy team-based working environment. In this setting, you can simplify things so individuals do not have to make decisions that do not add value. This means having content and information readily available so they can focus on the task at hand and maintain high motivation as they execute it.

Tech teams have a lot on their plate. When they can share knowledge and contribute collectively, it helps their output be crafted with a level of ease that you would not see if everyone worked in a silo setting, lacking motivation and slogging towards a goal. Collaborative learning would also be relied on in this setting.

## **Fewer Coding Errors**

The single biggest downfall for any engineering squad is poor code quality. Code quality is essential when trying to deliver value-added working software incrementally. Members of a technical team lacking motivation are more likely to make coding errors. This is because they will generally be less vested in their work and not have as high a level of care in the output quality. As an organization, you must motivate tech teams to avoid coding errors whenever possible.





Tech debt is real, and it is a costly proposition. In five years, technical debt that is in about one million lines of code will cost around \$1.5 million to correct. This is the equivalent of about 27,500 developer hours in total. The more time tech debt goes by without being addressed, the higher its impact on users.

## Agility

Motivated technical teams will be much more receptive to the concept of agility. The goal with agile is always incremental delivery of value-added working software. You want to have technical teams that are open to agile concepts and have a mindset where they are quick and smooth in adapting to present technologies.

Motivated technical teams are going to be more receptive to the integration of current and new technologies. They will also be open to working with different technologies, some of which may even be disruptive. At the end of the day, you want to be open and excited about having the technical agility to onboard these technologies, and a motivated tech team helps you get there.





Having good agility also means responding to the adapting and evolving changes of your user base and stakeholders. Tech teams will always see changes following demonstrations of functionality in an agile setting, and being receptive and open to those changes, motivated to continue working toward the over-arching vision, is critical.

## Collaborative Learning

There are a lot of opportunities for motivated technical teams to learn from one another. You never want to have a technical team responsible for knowing everything. You want individuals who specialize in some areas but are generally knowledgeable in others. When you have this type of set-up with motivated individuals, they can share that knowledge and work off one another for even better results.

Tying this back to the agility concept, there are a lot of agile-related knowledge-sharing ceremonies that appear routinely and can prove beneficial. These knowledge-sharing settings include mobbing, pair programming, and peer reviews.

Motivated employees are going to want to learn from each other. They will also be in a position where they want to teach others routinely. The more collaborative you are with your team members, the better off you will all be collectively.





# Practical Actions to Foster Motivation in Tech Teams

There are some practical actions that you can take to help craft higher levels of motivation in tech teams.

## The Setting of the Vision

To foster motivation in tech teams, you must show them the vision. What are they working towards as they tirelessly code away to build a value-added product? How does the vision of your organization link up with their day-to-day activities? To foster engagement and motivation, the linkage has to be seen. When they tie the vision to what they are doing, they will take more pride in the output and understand their purpose that much more.

## Recognize and Reward the Wins

Tech teams do a lot of amazing things on a routine basis. So why not recognize and reward the wins incrementally as they come?





It can take months or even years to complete a large-scale build-out of a piece of working software, even in an agile setting.

As the small wins start to ratchet up over time, you want to take action to reward the individuals. When you show tech teams they are valued, they will be motivated to keep marching forward. Reward the wins, even the small ones, and you will see motivation and engagement improve.

## **Team Norms**

Tech teams need to come up with working agreements for how they plan to work with one another. This includes the creation of team norms. You want to enable your tech teams to be able to come up with their own norms and define how they want to work. When you do this, you will be motivating them to work better together and revisit norms routinely to continuously improve how they function as a collective.





## Self-Empowerment

The first action is to preach self-empowerment. Allow your tech teams to create how they want to work collectively. Work with them on their norms. In addition, it helps them feel a part of the organization and understand the vision, as well as the strategic objectives and how they contribute towards success as a company. Finally, preach incremental delivery and continuous improvement so they can continue to have a high level of engagement.

## Tools to Increase Productivity in a Tech Team

Two essential tools to help with team productivity are [StackSpot EDP](#) and [StackSpot AI](#). These two tools help you centralize all your technology standards and build software at scale with a high level of confidence and efficiency. In addition, they leverage AI to create high-quality code that matches the vision.





With StackSpot EDP, you will have a developer platform that lays down foundational architecture, security settings, and coding frameworks that allow your tech teams to work in a highly scalable environment. Again, reduce their cognitive load with a platform such as this so they can focus on the most value-added activities.

Another advantage of a Developer Platform is that it improves governance and compliance throughout development.

With the StackSpot AI, you will give them the power of Gen AI. Our AI code assistant differential is to be able to use your context (like [knowledge sources](#) and technology decisions about patterns) to create high-quality, more assertive code.

The AI assistant will analyze code, recommend improvements, and motivate tech teams to improve over time. Learning from AI will help them reduce coding errors and realize the valuable output sooner.

When you allow engineers or technical teams to hone in on solving the most critical and value-added problems, you free them from the burden of potential waste.





## Conclusion

Significant potential exists to tap into team productivity in a tech setting via higher motivation levels. You always want to be a leader who motivates your team and allows them to feel a sense of belonging and engagement. When you can empower your tech teams, the results will exceed expectations.

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Visit the [StackSpot blog](#) to learn more about the tools available and how you can further tap into motivation as a tech team proponent to success and productivity.



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