

Why Don't Employees Come to Work Motivated

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Environment-Atmosphere-Culture-Climate

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Employee Choices

The Table of Job Satisfaction

Communication
See it-Say it!

Recognition

- Handwritten
- Verbal
- Listen
- Trust
- Involve

The Table of Job Satisfaction

Communication

Recognition

Security

- Orientation/onboarding
- Communicate expectations
- Train/coach

The Table of Job Satisfaction

Communication

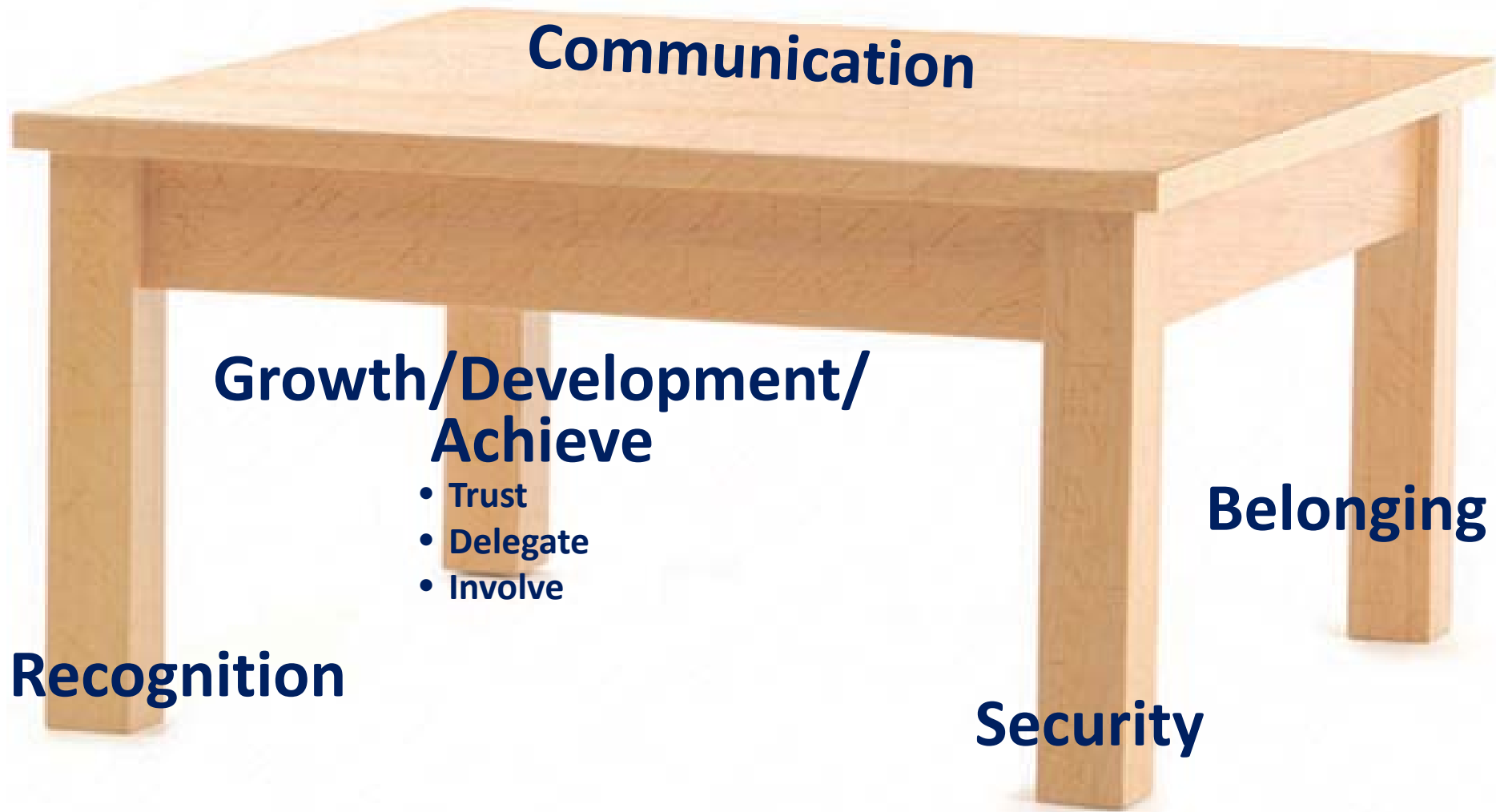
Belonging

- Listen
- Orientation
- Informal leaders

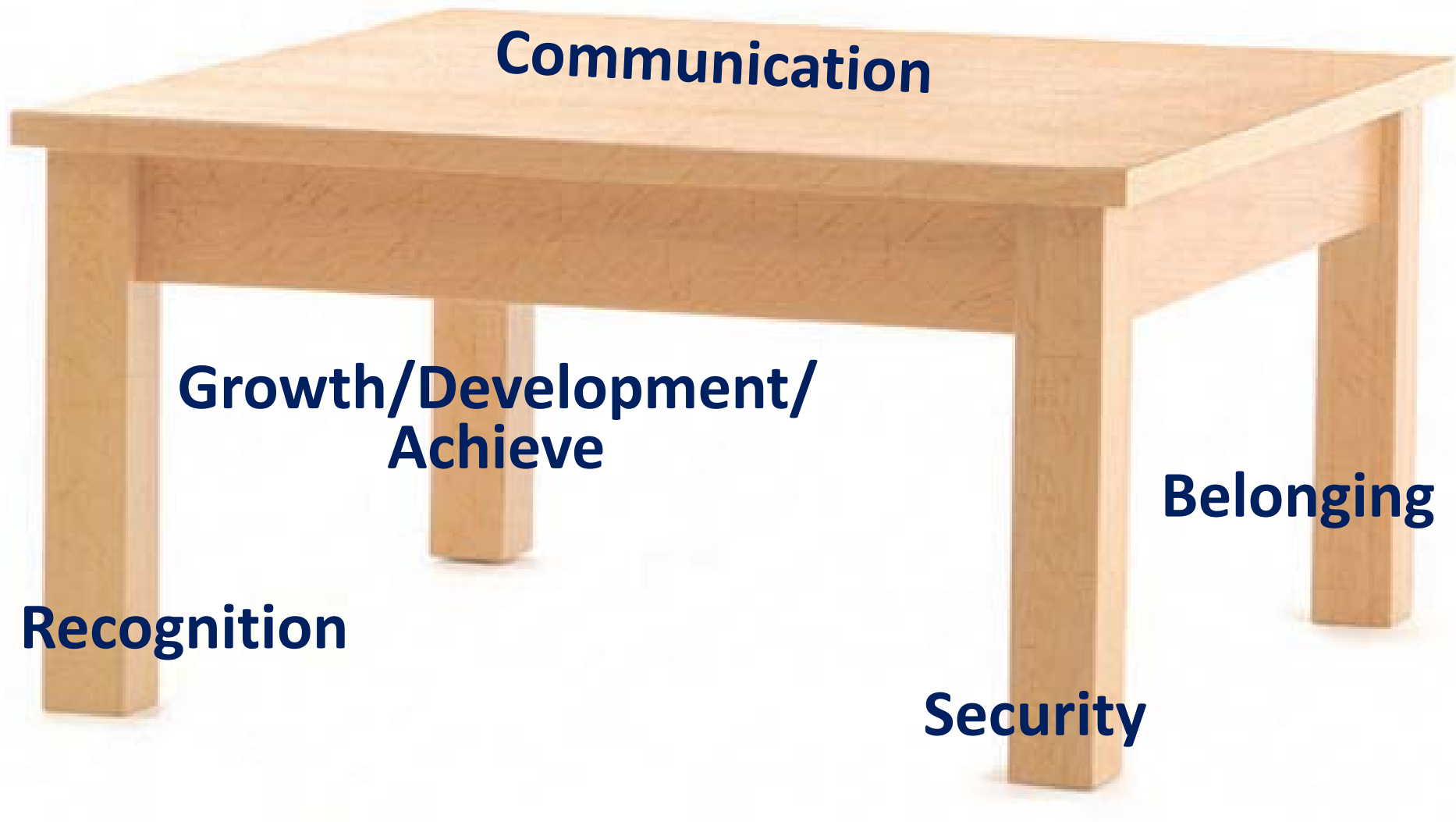
Recognition

Security

The Table of Job Satisfaction



The Table of Job Satisfaction



Are people motivated by \$\$\$?

- The day after a raise
- High paying jobs
- Satisfied **vs.** dissatisfied
- Expecting a raise
- One increase away
- Our tendency
- Pay for performance