

# Master Change: Understand What Motivates Employees and How Motivation Impacts Retention, Productivity & Team Building



[ArleneGale.com/LetsConnect](https://ArleneGale.com/LetsConnect)

# How Does Motivation Work?

Sub-conscious: Based on Emotions, Mood & Feelings

Fixed:

For a Period of time

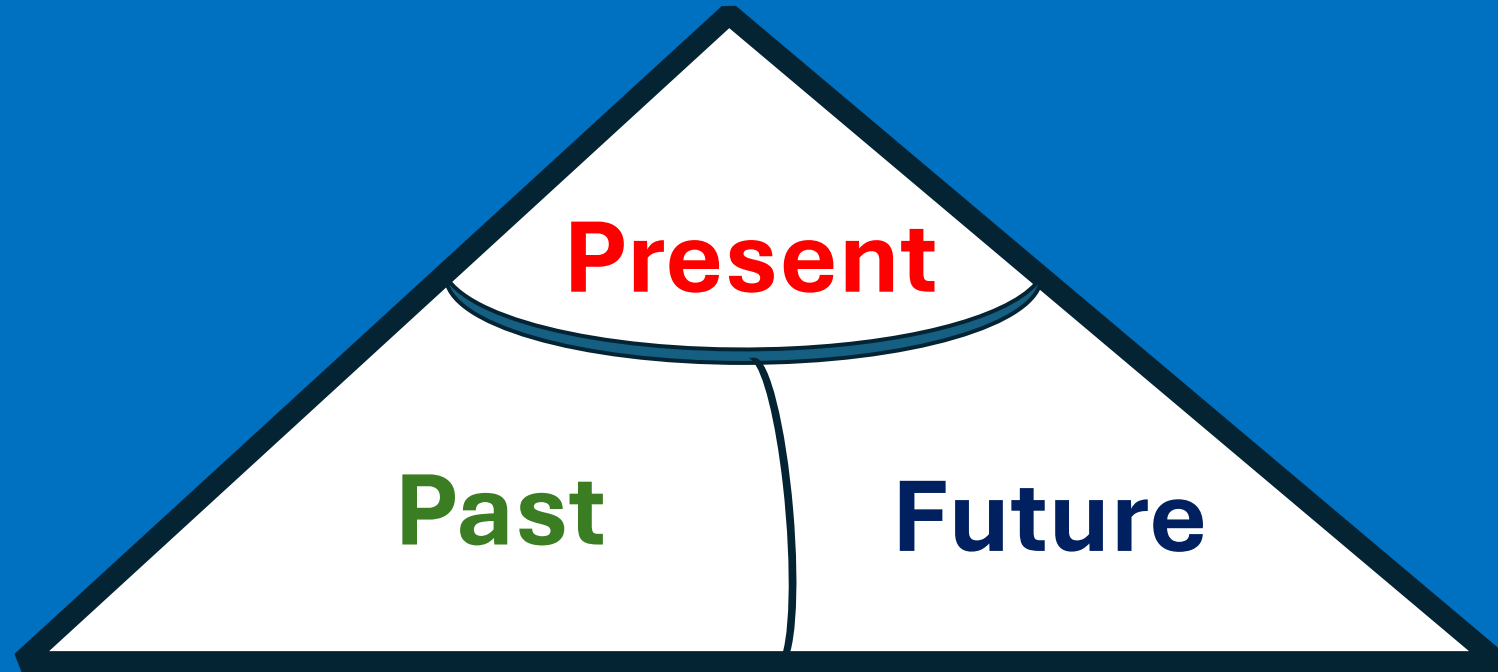
2 Parts:

Intensity & Satisfaction

9 Motivational Measurement:  
Everyone Has All 9



# Where Does Motivation Come From?



# What is Motivation?



# Motivates – Demotivates Energy Game



# Motivation

Is *NOT* Right OR Wrong ---

It *IS* About Differences

Communication Style

Detailed Oriented Versus

Burnout Potential

Bottom Line

Creative Versus Process

Solo Solutions Versus

Brainstormers

Engagement Level



# Benefits in Understanding Motivation

Hire the Right Fit from the Start

Train & Retain Employees

Identify Emerging Leaders  
(Leadership Succession Planning)

Increase individual & team productivity

Increase employee engagement



# Workplace Engagement

## What We Have

**53% - “Not Engaged”**

**13% - Actively Disengaged**

**We Want More Engaged Workers (Currently 34%)**



# The Cost of NOT Understanding Motivation

Lost Productivity

Salaries + Benefits

Health Risks =

Stress + Depression/Anxiety + Burnout









# EXAMPLE #1:

Business is Going Well!

We've Hired a Lot of New People.

BUT . . . .



# EXAMPLE # 1:

Productivity has Decreased.

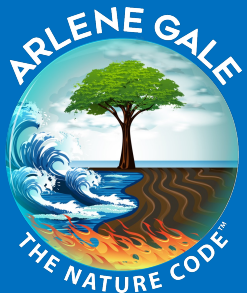
Why?



# EXAMPLE # 2:

**We Promoted Several  
Talented Emerging Leaders**

**But . . .**



## EXAMPLE # 2:

They're Struggling

Why?





# Leadership & Management Matters

## Leadership



Great



Poor

## Managers



Great



Poor



Great



Poor

## Employee's Intent to Stay



89%



60%



38%



22%



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EBOOK

# What's Next?



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