



betterworks™



# THE ANATOMY OF A MOTIVATED EMPLOYEE

What a motivated workforce  
does for your business



**71%**  
of employees  
report they  
are unhappy  
at work

**F**rom hiring and retaining top talent to building their leadership pipeline, research has shown that **today's CEO is most concerned with their workforce**. And they're right to worry, as a staggering 71% of employees report they are unhappy at work and **looking for new jobs and fewer than one-third of employees report feeling engaged at work**.

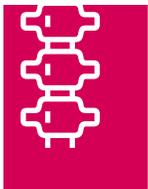
Fostering a motivated workforce is one of the single most important things any organization should focus on. A motivated workforce works on what matters (to the company and to them), is agile and aligned, and achieves today's goals while also developing themselves to meet tomorrow's challenges. So let's review the traits and characteristics that make up a motivated employee.

# THE ANATOMY OF A MOTIVATED EMPLOYEE



**Purpose** is the beating heart of the motivated employee.

DDI's *Global Leadership Forecast* report defines purpose as "an aspirational reason for being that inspires and provides a call to action for the organization, its partners, stakeholders, and society as a whole." In other words, it serves as the unifier. To develop this sense of purpose within their workforce, organizations **should make sure to regularly communicate to their employees how their work impacts the business as a whole.** Just this one act can have a significant impact on both retention and your bottom line.



**Alignment** is the skeleton of a motivated employee.

Motivated employees **have continuous, ongoing conversations with their managers** to ensure individual and team goals support achieving the company's top priorities. This seems incredibly obvious, but Gallup's report on *Re-engineering Performance Management*, reported that fewer than half (only 44%) of employees see how their work aligns with top company goals. Productivity increases by 56%, though, when managers are involved in helping employees align their goals to the needs of the organization.

**only 44%  
of employees  
see how  
their work  
aligns with  
top company  
goals**



The ears of the motivated employee hear continuous **feedback** from their manager. Unfortunately, today, just **26% of employees strongly agree that the feedback they receive truly helps them improve at work**, while 47% receive feedback just a few times a year or less. Conversely, **employees who receive daily feedback are three times as likely to be engaged at work than those on an annual review system.**



Open **communication** comes from the mouth of the motivated employee. Per Gallup, employees who feel strongly that they were able to freely discuss their goals and achievements with their manager in the past six months are nearly three times as likely to be engaged. The healthiest workplaces also **encourage employees also give constructive feedback freely, to both their managers and peers.**



Motivated employees are able to see that their value **recognized**. Sadly, 77% of employees surveyed in the MHA report believe that recognition is biased in the workplace and that more often than not, top talent goes unrecognized. Recognition can come in many forms. Verbal recognition with specific praise or even a simple thank you is an easy and quick way to help any team member feel seen and recognized. Top talent also expect to be recognized financially – with McKinsey suggesting differentiating compensation for top talent by 20% (or more) as a critical element impacting employee perception of fairness in performance management. And keep in mind that recognition can also come through offering top talent development opportunities including coaching with external mentors and even developmental assignments.

**77% of employees believe that recognition is biased**



Like a personal trainer, managers also motivate employees and nurture their growth through **career development**. Today's professionals **expect their leaders to help them build their skills**, and **research shows** that when managers focus on development versus reviewing performance, employee performance increases.



All of these traits are fed and nourished through **Continuous Performance Management®**. Continuous Performance Management helps employees meet their goals while providing the business with critical workforce insights that ensure you're identifying your top talent and regularly rewarding it.



To learn more about how Continuous Performance Management® can motivate your workforce, visit [www.betterworks.com](http://www.betterworks.com)

844.438.2388  
[hello@betterworks.com](mailto:hello@betterworks.com)

Sources:  
Global leadership forecast 2018  
State of the global workplace 2017  
Workplace mental health  
Re-engineering performance management  
The fairness factor in performance management

**betterworks™**