

Business Tips - Decision Making



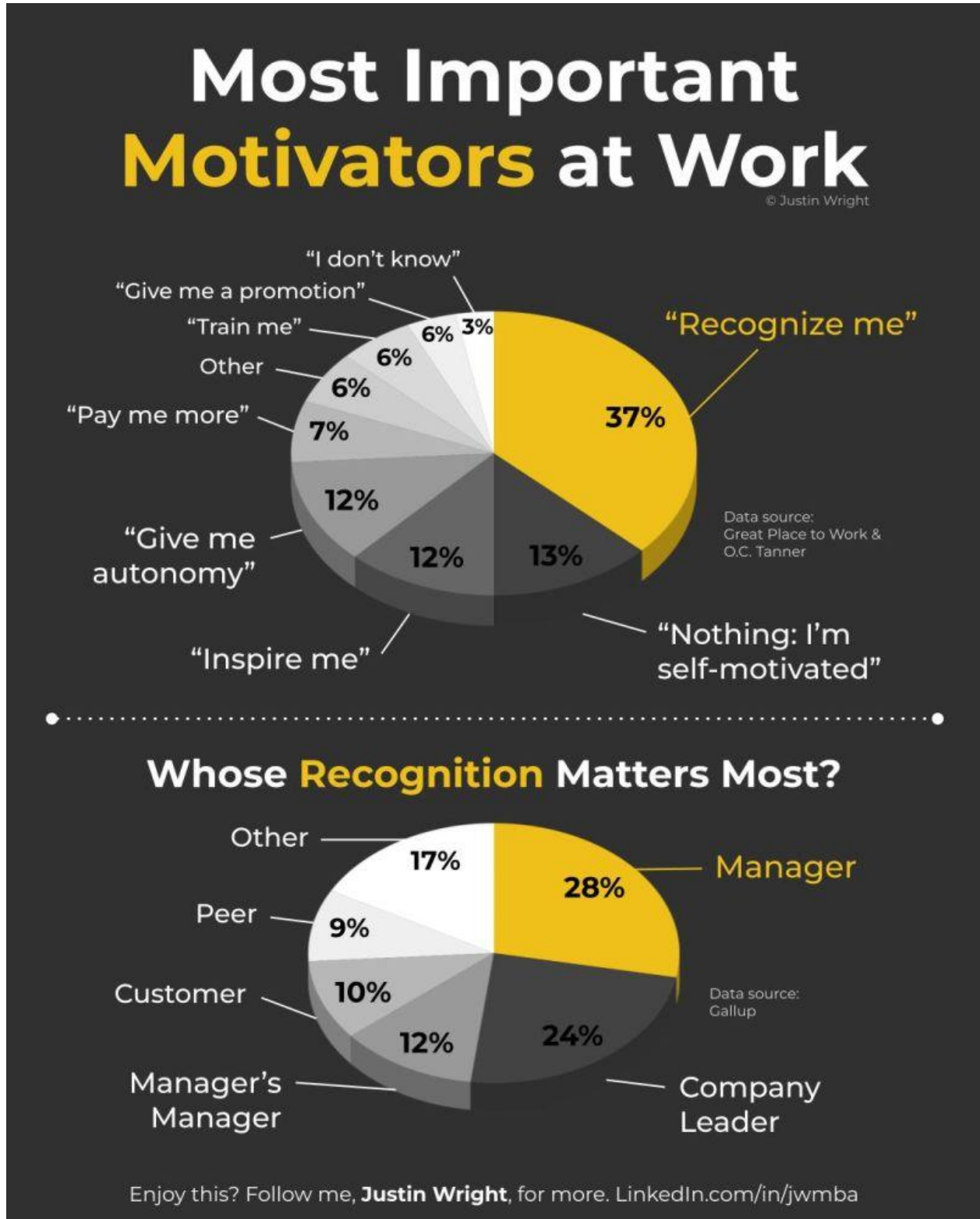
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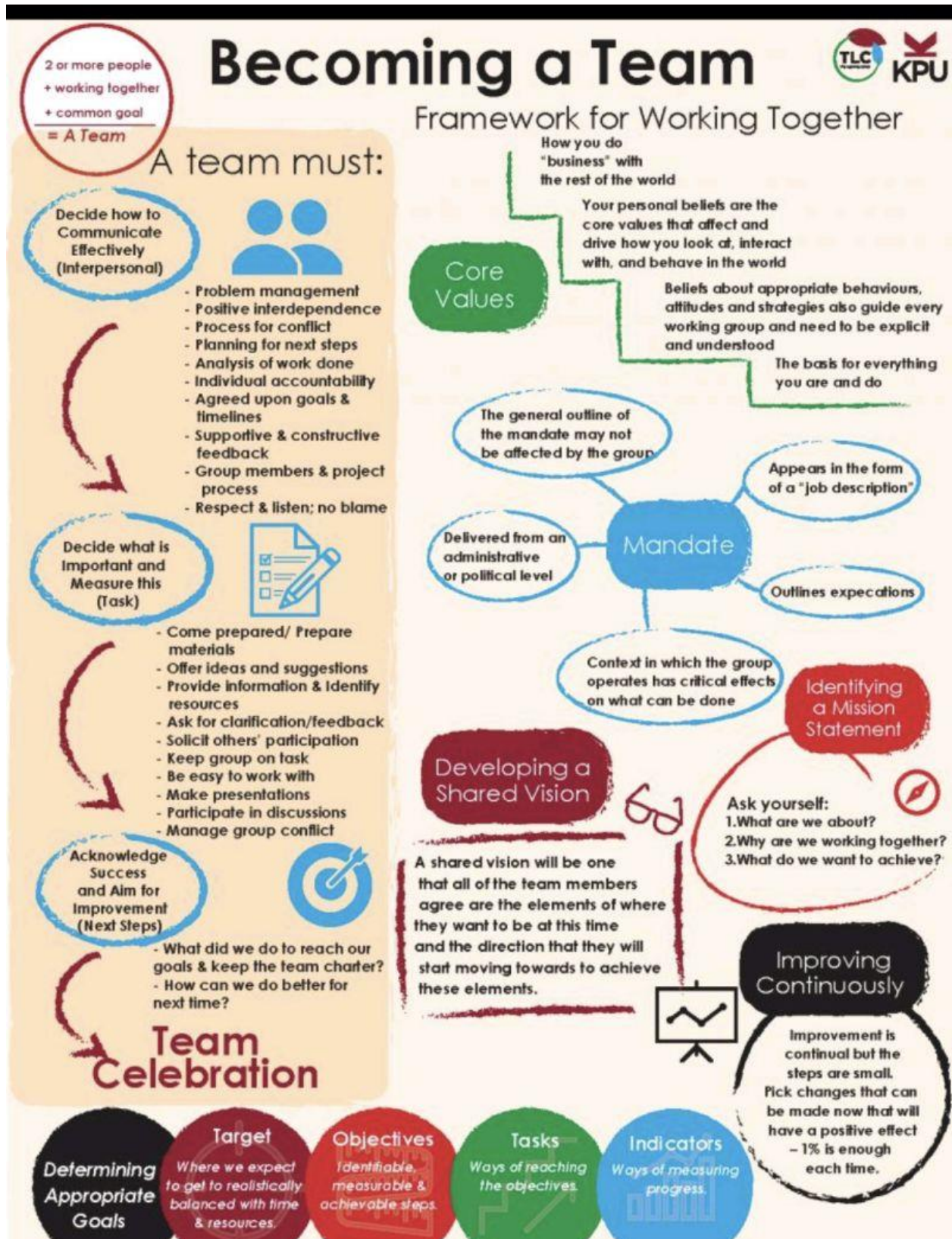
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Most Important Motivators at Work



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Becoming A Team: Framework For Working Together






10 Questions to Ask Your Team for High Performance


Modified 10 QUESTIONS TO ASK YOUR EMPLOYEES

Source: blog.weekdone.com | Infographic design by agrassoblog.org for educational and motivational purposes



- What was your biggest win^{or failure} last week and what did you learn from it? 


Ask this one instead: What are you aiming to accomplish this week?
~~How did you feel at work this week and why so?~~ 




- Ask this one instead: What support do you need this week?**
~~Did something at work make you happy or sad this week?~~ 






Ask this one instead: How can I support you better?
~~One thing that was really great or bad in our team this week?~~



- Which of your co-workers would you praise this week and why? 




If there's one thing you would change at work, what would it be? 
- One thing we should improve as a team? 



As a team, what could we do differently next week? 
- Suggest one improvement for our company we should implement. 



What's the one thing holding you or the team back? 

Steal this Cheat Sheet to Rocket-Fuel Your EMPLOYEE ENGAGEMENT

Benefits of Engagement:



For the Company:

1. Increased productivity and efficiency.
2. Higher customer satisfaction.
3. Lower turnover rates.
4. Better team collaboration.
5. Enhanced company reputation.
6. Increased profitability.



For the Employees:

1. Greater job satisfaction.
2. Enhanced personal growth.
3. Stronger sense of belonging.
4. Improved mental well-being.
5. Higher motivation and morale.
6. Opportunities for career advancement.

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Drivers of Engagement:

- RECOGNITION:** Valuing and rewarding employee contributions.
- CAREER GROWTH:** Opportunities for learning and advancement.
- WORK-LIFE BALANCE:** Maintaining a healthy personal-work life mix.
- OPEN COMMUNICATION:** Clear, honest, two-way communication.
- POSITIVE CULTURE:** An inclusive, supportive work environment.
- EMPLOYEE AUTONOMY:** Freedom to make decisions in work.

Killers of Engagement:

- MICROMANAGEMENT:** Too much control over team tasks.
- POOR LEADERSHIP:** Ineffective or untrustworthy practices.
- OVERLOAD:** Excessive workload leading to stress and burnout.
- LACK OF FEEDBACK:** Not providing helpful performance feedback.
- UNCLEAR GOALS:** Employees are unsure of what's expected of them.
- TOXIC BEHAVIOUR:** Abusive attitudes or actions that harm the culture.

KPIs to Measure It:

Choose from the following engagement KPIs:

Employee Net Promoter Score (eNPS)
Tracks how likely employees are to recommend their workplace.

Turnover Rate
Measures the rate at which employees leave the company.

Absenteeism Rate
Counts frequent, unplanned employee absences.

Satisfaction Survey Results
Gauges employee happiness and job satisfaction.

Employee Performance
Assesses effectiveness and quality of work.

Participation in Training & Development
Shows employee participation in learning opportunities.

Action Plan for Leaders:

SET CLEAR GOALS: Define specific targets for each employee.	HOLD REGULAR CHECK-INS: Hold weekly one-on-one meetings for progress and feedback.	RECOGNIZE YOUR EMPLOYEES: Publicly acknowledge good work every month.	PROVIDE TRAINING OPPS: Offer monthly skill develop. workshops.
INVEST IN TEAM BUILDING: Organize monthly team activities.	GIVE FLEXIBLE WORK OPTIONS: Allow remote work or flexible hours.	OFFER HEALTH PROGRAMS: Start fitness or mental wellness initiatives.	GIVE TRANSPARENT UPDATES: Share regular, straightforward company news.

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The 4 Stages of Psychological Safety

The 4 Stages of Psychological Safety™

Stage	Definition of Respect	Definition of Permission	Social Exchange
1. Inclusion Safety	Respect for the individual's innate need to be included, accepted, and gain a sense of belonging.	Permission for the individual to interact and be their true and authentic self.	Inclusion in exchange for human status & the absence of harm.
2. Learner Safety	Respect for the individual's innate need to learn, grow, and develop mastery.	Permission for the individual to engage in the learning process and make mistakes.	Encouragement in exchange for engagement.
3. Contributor Safety	Respect for the individual's innate need for autonomy, and meaningful contribution.	Permission for the individual to work with appropriate autonomy and independence.	Autonomy with guidance in exchange for performance and results.
4. Challenger Safety	Respect for the individual's innate need to innovate and improve the status quo.	Permission for the individual to make challenges to the status quo in good faith.	Air cover in exchange for candor.

Clark, Timothy R. *The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation*. Berrett-Koehler Publishers, 2020.

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8 Steps To An Engaged Team

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8 STEPS TO AN ENGAGED TEAM

Many leaders aim to build an engaged team. Employee engagement is front and centre of mind for most managers.

These 8 steps should give you a good start to building an engaged team.

1 ENGAGEMENT IS AN ETHOS

Engaging your team doesn't need to be about the 'big gesture'. Engage your employees through the simple things – feedback, leadership, respect, trust and fairness. Doing these things right consistently will go a long way towards creating an engaged team.



2 TRUST AND RESPECT START WITH YOU

You must be strong and mature enough to give out trust and respect. Let your employees understand what being trusted and respected feels like. It is a good feeling and is valuable in the workplace. Give it up front and let them understand its value. They will want to keep it.



3 BUILD FROM THE BOTTOM-UP

A bottom up approach to building engagement is best. People are different and unique. Connect with your employees individually and enable them to find their identity within work and to become the best employee that s/he can be.



4 'MASTERY', NOT COMPETITION

Empower your employees to learn to love what they do by mastering their work and contribution to the best of their ability rather than being in competition with others. Motivate through mastery, personal pride in work, achievement and self-fulfillment.



5 ENJOY WORK FOR WHAT IT IS

Through mastery employees can learn to enjoy work for what it is and what it offers them personally. Help your employees understand why they chose to work with your company and why they choose to stay. Empower them with a sense of ownership and contribution to success.



6 KNOW YOUR TEAM MEMBERS

How well do you know your team members? Do you know what drives them? Ask questions when the opportunity arises. The information you can pick up about each person is amazing including previous successes, motivators and demotivators. Employees value your interest in them.



7 EMBRACE DIFFERENCE & CHALLENGE

Embrace diversity and the range of strengths it can bring to your team. Encourage challenge – it is the lifeblood of an organization and fundamental to building an engaged workforce. Give your employees a potent voice and help them feel good about working there.



8 CONNECT AND COLLABORATE

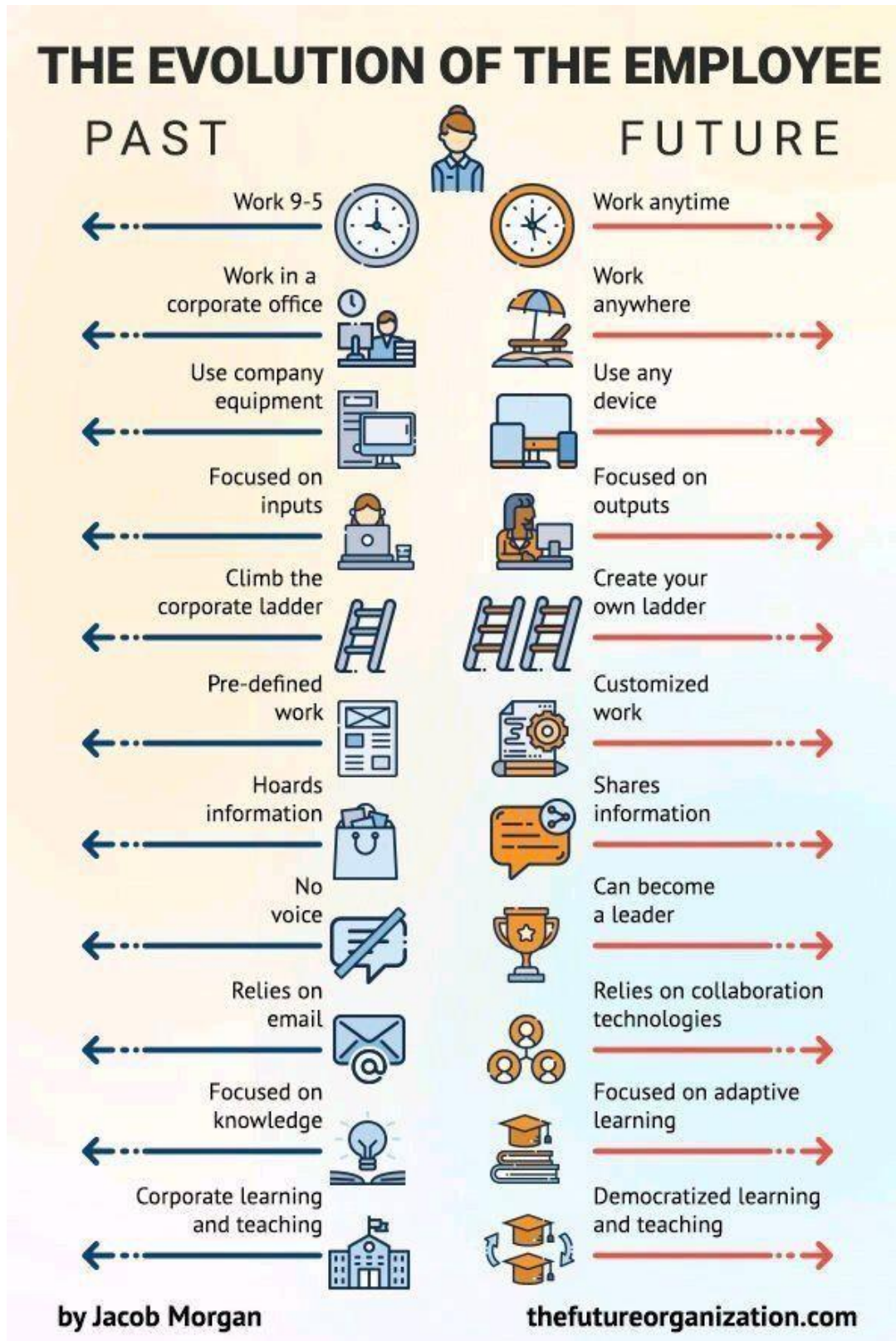
In the modern workplace, there is no excuse for not connecting and collaborating with all your employees. Technology facilitates the opportunity for increased connectivity and collaboration, even for the largest organizations.



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The Evolution of The Employee



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ABCs of Psychological Safety

ABCs OF PSYCHOLOGICAL SAFETY

A Acceptance Promote inclusivity and celebrate differences	B Belonging Encourage team bonding and value each member	C Clarity Foster clear, open communication	D Diversity Value different backgrounds and perspectives	E Empathy Practice active listening and show concern	F Freedom Allow autonomy and freedom of expression
G Growth Provide opportunities for development	H Honesty Uphold transparent and truthful interactions	I Inclusivity Ensure everyone feels valued and included	J Justice Offer fair treatment and equal opportunities	K Kindness Show compassion and understanding	L Listening Value others' input through active listening
M Mindful Encourage awareness and consideration of others	N Neutral Avoid assumptions and biases	O Openness Be receptive to new ideas and feedback	P Peaceful Support mental well-being and harmony	Q Quality Ensure meaningful, respectful interactions	R Respect Value each individual and their contributions
S Safety Ensure a physically and emotionally safe environment	T Trust Build confidence in team relationships	U Unity Foster a sense of understanding and togetherness	V Validation Recognize and affirm employees' feelings	W Welcoming Create a warm and inviting atmosphere	X eXtra Go beyond basic expectations to support colleagues
Y Yielding Be flexible to team needs and changes	Z Zeal Encourage enthusiasm and engagement in work	"A TEAM IS NOT A GROUP OF PEOPLE WHO WORK TOGETHER. A TEAM IS A GROUP OF PEOPLE WHO TRUST EACH OTHER." — SIMON SINEK			

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The Employee Hierarchy of Needs



Intrinsic Rewards

The Ridiculously Awesome Manager's Guide to

INTRINSIC REWARDS

That Build Happy, Engaged Employees.

MEANINGFULNESS

- Non-Cynical Climate**
Encouraging employees to care about their work.
- Identifying Passions**
Finding out what employees care about.
- Build a Vision**
Sharing a vision for the company.
- Outcome-Oriented**
Enabling employees to take responsibility for tangible outcomes.
- Purpose**
Connecting the work one does to the company's vision.

CHOICE

- Delegated Authority**
Giving employees the ability to make decisions and act on them.
- Trust**
Showing confidence in one's ability to self-manage.
- Security**
No fear of punishment for honest mistakes.
- Clearly Defined Purpose**
Understanding what one is trying to accomplish.
- Information**
Providing access to relevant facts and sources.

PROGRESS

- Collaboration**
Encouraging co-workers to help each other succeed.
- Milestones**
Providing reference points to mark accomplishments.
- Celebrations**
Recognizing and sharing personal and team milestones.
- Access to Customers**
Enabling employees to see those who have benefited from their work.
- Measuring Improvement**
Clearly defining benchmarks against which to judge performance.

COMPETENCE

- Knowledge**
Sharing insights from experience and education.
- Positive Feedback**
Providing information when processes or efforts are working.
- Skill Recognition**
Giving due credit for one's part in successes.
- Challenge**
Delegating tasks that fit (and challenge) one's abilities.
- Non-Comparative Standards**
Demanding standards that don't force rankings or make one employee's success determinant upon the failure of a co-worker.

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inquiries@dnabehavior.com

