What We Have Here Is
A Failure To Communicate……..

A Presentation to the
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MOTIVATION
It’s About You

The Environment

Individual Goals
Organizational Goals

Let’s Identify
Individual Goals
1.
2.
3.
Organizational Goals @ Your Organization
1.
2.
3.

Grow The Green!!

SUCCESS
PERFORMANCE
50 - 70 - 80

- 50% of your employees only put enough effort into their work to keep their jobs
- 70% of your employees are less motivated than they used to be
- 80% of your employees could perform significantly better if they wanted to

(Spitzer, Super Motivation, 1995)

Ever Heard the Saying…..

Employees don’t quit the company

they quit the boss!!

Let's Explore What Employees Want

1. Before you is a list of 10 motivational factors.
2. List them from 1 (Most Preferred) to 10 (Least Preferred) as YOU Feel your Employees Would Rank Them.
3. Let's compare with what the national employee profile reveals.

What Employees Want

- Tactful Discipline
- Interesting Work
- Good Wages
- Feeling "in on things"
- Job Security
- Personal Loyalty
- Promotion/growth
- Good Working Conditions
- Appreciation and Recognition
- Sympathetic Help with Problems
What Employees Want

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<th></th>
<th>Employee</th>
<th>Manager</th>
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<tr>
<td>• Sympathetic Help with Problems</td>
<td>10</td>
<td>9</td>
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<tr>
<td>• Tactful Discipline</td>
<td>9</td>
<td>7</td>
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How Can We Deliver?
- Feeling “In On Things”
  - +
  - +
- Appreciation and Recognition
  - +
  - +

Motivational Components

Employee Effort
Exerted

Organizational Goals
Achieved

Individual Needs
Satisfied

Putting It All Together
- Strong workplaces can be measured by asking twelve questions. These 12 measure core elements needed to attract, focus, and keep the most talented folks.

Here they are. How does your department stack up?

The Power Twelve

1. Do I know what is expected of me at work?
2. Do I have the materials and equipment I need to do my work properly?
3. At work, do I have the opportunity to do what I do best every day?

The Power Twelve continued

4. In the last seven days, have I received recognition or praise for doing a good job?
5. Does my supervisor, or someone at work, seem to care about me as a person?
6. Is there someone at work who encourages my development?
The Power Twelve continued

7. At work, do my opinions seem to matter?

8. Does the mission of my department make me feel my job is important?

9. Are my co-workers committed to doing quality work?

The Power Twelve continued

10. Do I have a best friend at work?

11. In the last six months, has someone talked to me about my progress?

12. This last year, have I had opportunities at work to learn and grow?

The Power Twelve continued

Your challenge, then, if you choose to accept it, is to ensure you get positive responses to these questions.
Use them as a benchmark.
Use them to spark discussion.
Reflect.

("First, Break All the Rules", 1999, Buckingham & Coffman)

Conclusion: A Call To Action

- What Have We Learned?
- How Can We Use What We Have Learned?

"If you treat an individual as he is, he will stay as he is, but if you treat him as if he were what he ought to be and could be, he will become what he ought to be and could be.”

(Goethe)