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Leadership
Who knows what employees really want?
By Julie Wiske-Guides on June 23rd, 2014 | Comments (0)

For decades, articles, authors and studies have tried to help managers come to terms with how to motivate employees and drive optimal performance by understanding what employees really want and need from work. The list is long (and alphabetized for ease).

- Achievement and accomplishment
- Appreciation
- Autonomy and self-direction
- Being part of a team
- Boss they respect and trust
- Career advancement
- Challenge
- Clear goals and objectives

- Connections and relationships with each other
- Decision-making authority
- Empowerment
- Fair compensation
- Fair treatment
- Freedom to innovate
- Growth and learning
- Influence and power
- Interesting work
- Job flexibility
- Obstacle removal
- Opportunity to make a difference
- Pride in the work they do
- Recognition
- Respect
- Responsibility and authority
- Security
- Support to do a good job
- Time and attention from the manager
- Transparent communication
- Use of strengths and talents

And this is just the beginning...30 possible desires and answers to the "what employees really want" question offer nearly unlimited unique combinations of employee expectations in today's workplace...

(read more...)

Tags: employee motivation, Julie Wiske-Guides, leadership, managers, a team | Comments (0) | Permalink

Leadership
Workplace morale: Turn it inside out
By Shannon Albert on June 16th, 2014 | Comments (0)

This post is part of the series "Workplace Morale," a weeklong effort co-hosted by SmartBrief's SmartBlog on Leadership and the folks at Switch & Shift. Keep track of the series here and check out our daily e-mail newsletter, SmartBrief on Leadership. Don't subscribe? Sign up.

Read what our experts think about how to get workplace morale right.

Recently, I was preparing to moderate a panel on how employers and our newest crop of employees can successfully bridge the gap and create successful organizations. Easy, right? Not so fast. We had a lot to cover in our 45-minute time slot, with four panelists and a whole lot of information (and opinions).

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