

Understanding What Motivates You & Your People

All too frequently employees can become disengaged leading to increased employee turnover because they did not feel supported in their personal priorities or lifestyle needs. In many cases, low employee engagement is simply due to misunderstandings or poor communication between employees and leadership on these priorities. Opening a constructive dialogue around individual motivators can significantly improve an employee's sense of value and positively impact firm results.

On an annual basis, ask each member of your team to rank the Nine Motivators with **one being most important and nine being least important**. There are no right or wrong answers. The purpose of this exercise is to gain clarity around what is important to your people and open a discussion to map out a mutually successful plan for both the employee and the firm's continued growth and well-being.

Nine Key Employee Motivators

Rank

Personal development and mentoring

Compensation and benefits (at or above market)

Leading edge technology and efficient processes

Transparent and frequent communication

Making a difference

Growth and responsibility

Acknowledgement and feedback

Camaraderie and fun

Flexibility and time off