



MOTIVESMET

**Co-Creating a Thriving Culture:
A New Groundbreaking Approach to Well-Being at Work**

Some Things That May Surprise You...

Some Things That May Surprise You...

- WORK-LIFE HARMONY does NOT equal work well-being.
- Some employees don't need strong PURPOSE at work to thrive.
- Employees aren't always looking for GROWTH opportunities.
- Some employees don't need strong CONNECTION to be happy and healthy at work.
- People don't need to be extremely PASSIONATE and love what they do to be engaged.

TODAY'S WELL-BEING JOURNEY



**Research
Insights**



**Mindset
Shifts**



**Culture Roadmap &
Action Plan**



Q&A

Empower you to elevate well-being for yourself and the people you lead, so everyone can thrive together.



Kelly Mackin

**CEO, Motives Met
Bestselling Author**

Culture Consultant* Speaker
*Human Behavior Researcher



Connect
with me!



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My Work Well-Being Journey



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Empowering You to Create Your Best Work Life & Workplace



- Research
- Human Need Assessment
- Offsites & Workshops
- Motives Leadership Hub

My Work Well-Being Journey



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Empowering You to Create Your Best Work Life & Workplace

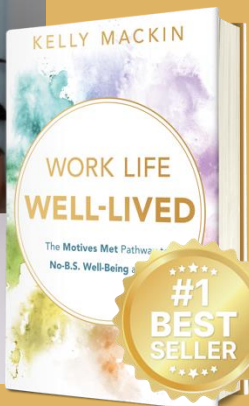


Research

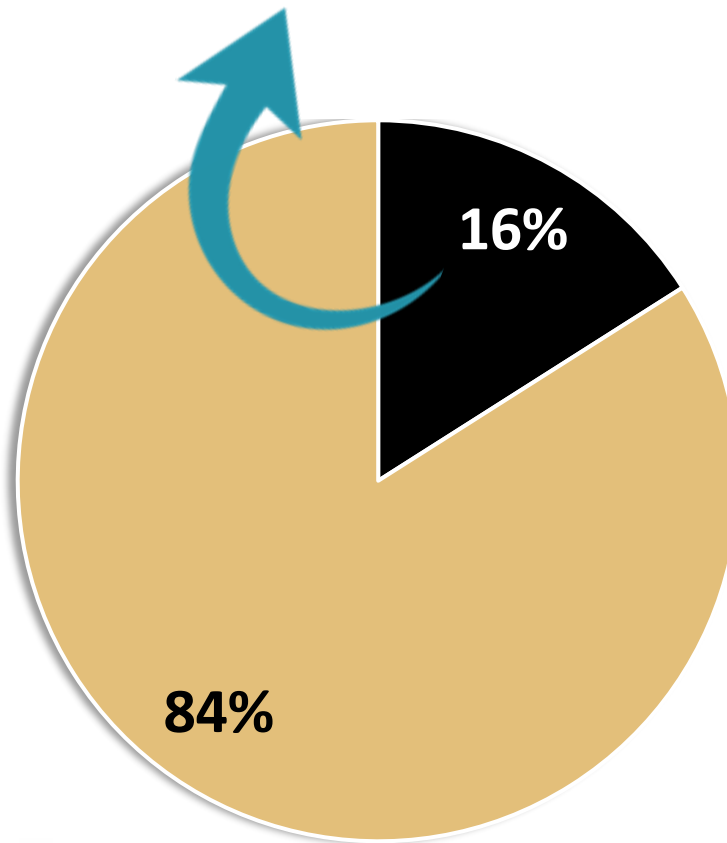
Human Need
Assessment

Offsites & Workshops

Motives
Leadership Hub



**Only 16% of employees
are thriving at work**

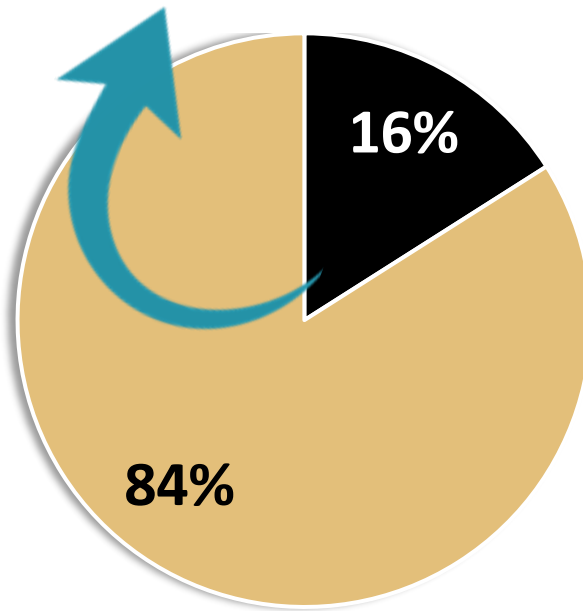


WHY IS ILL-BEING STILL LEADING THE WAY?

Our experiences at work inevitably bleed into our lives outside of work and the lives of those around us and they bleed into the bottom line of the organizations we work for.

WHY IS ILL-BEING STILL LEADING THE WAY?

Only 16% of employees are thriving at work



19%

19% of workers are miserable at work and 60% emotionally detached from their work.



44%

Only 44% of employees feel that their workplace adequately supports their mental health.



56%

56% of employees feel that their leaders do not care about their well-being.



77%

77% of professionals have experienced burnout at their current job.

EMOTIONAL SALARY, NOT JUST FINANCIAL

56%

56% of employees left their jobs in 2021 because they felt their employer did not support their well-being.

67%

67% of professionals believe that well-being at work is a right, not a privilege.

70%

Nearly 70% of the C-Suite were seriously considering quitting for a job that better supports their well-being.

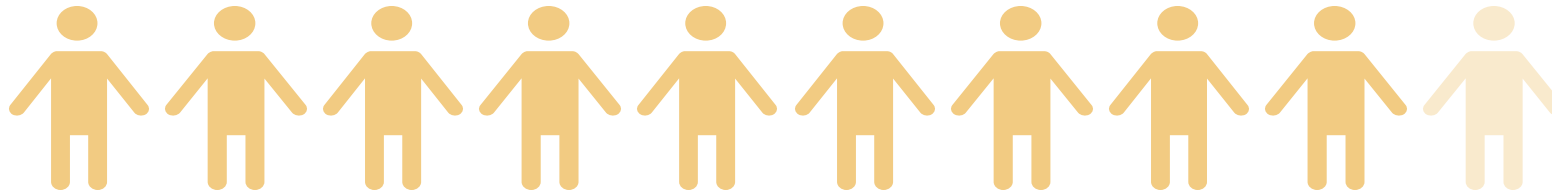
81%

81% of workers agree that how employers support mental health will be an important consideration for them when they look for future work.

93%

93% of workers consider their well-being to be equally critical as their salary.

Hearts & Minds Have Been Changed



94% of employees think companies need to do more to meet the needs of their employees so they have greater health and happiness at work.

WELL-BEING MEANS BIG BENEFITS

Organizations that support mental health and well-being see a 36% improvement in employee engagement.

Employees who feel their company supports their well-being are 91% more likely to recommend their workplace to others.

Organizations with high employee engagement and a focus on humanizing work experience 21% higher profitability, 20% higher sales, and 17% higher productivity.







WORK WELL-BEING PULSE

In a few words, how would you define work well-being?



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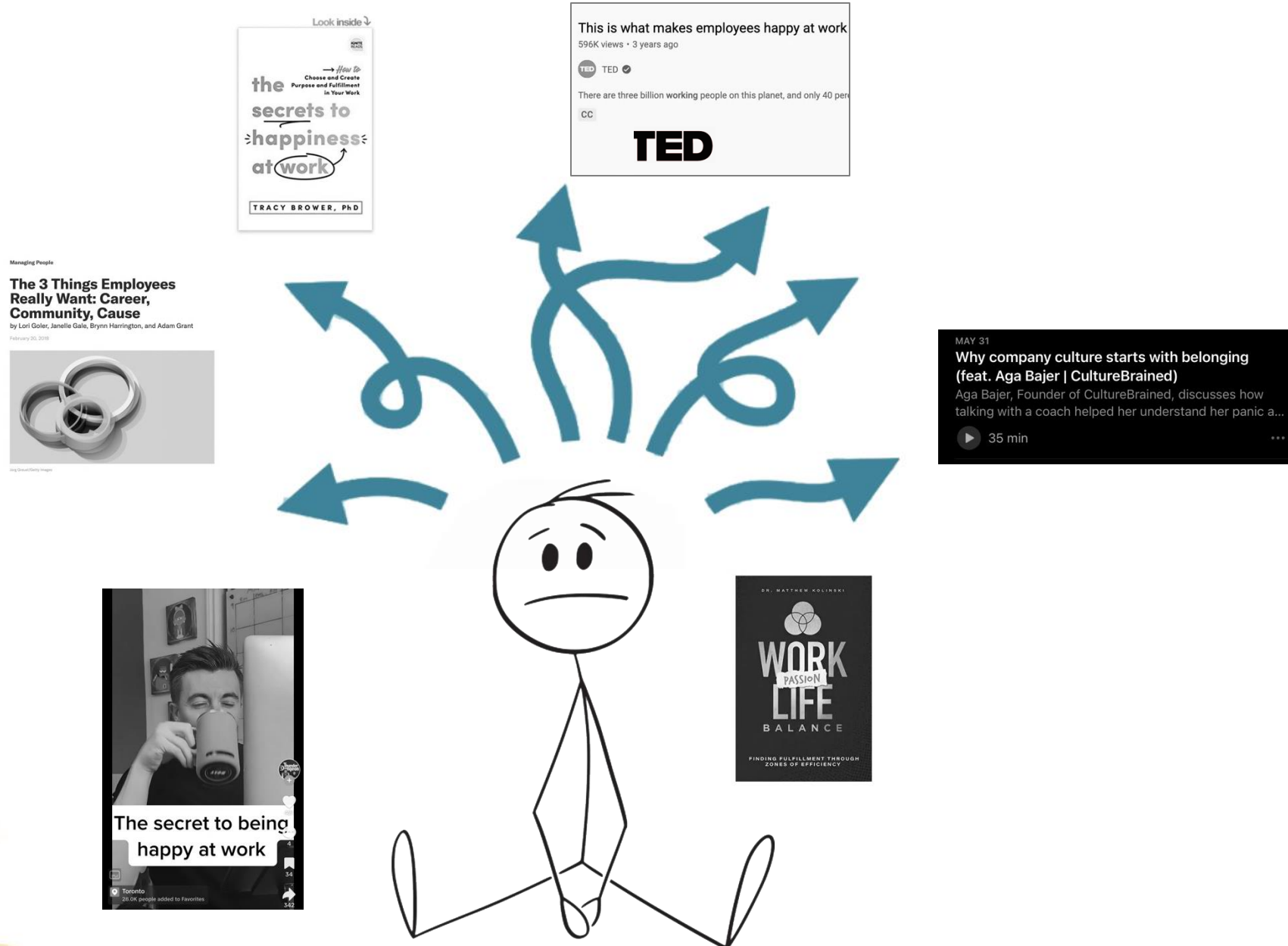
**GOAL
CLARITY**



**GOAL
ACHIEVEMENT**

WHAT IS THE WORLD SAYING?

Let's Cut Through The Noise, Shall We?



Let's Cut Through The Noise, Shall We?



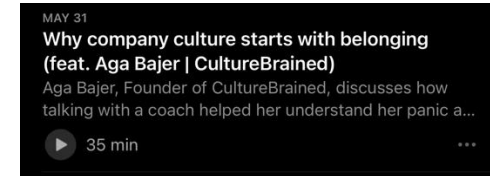
“Employees want purpose or they will leave!”

“Employees need belonging to thrive!”



“People want to work from home!”

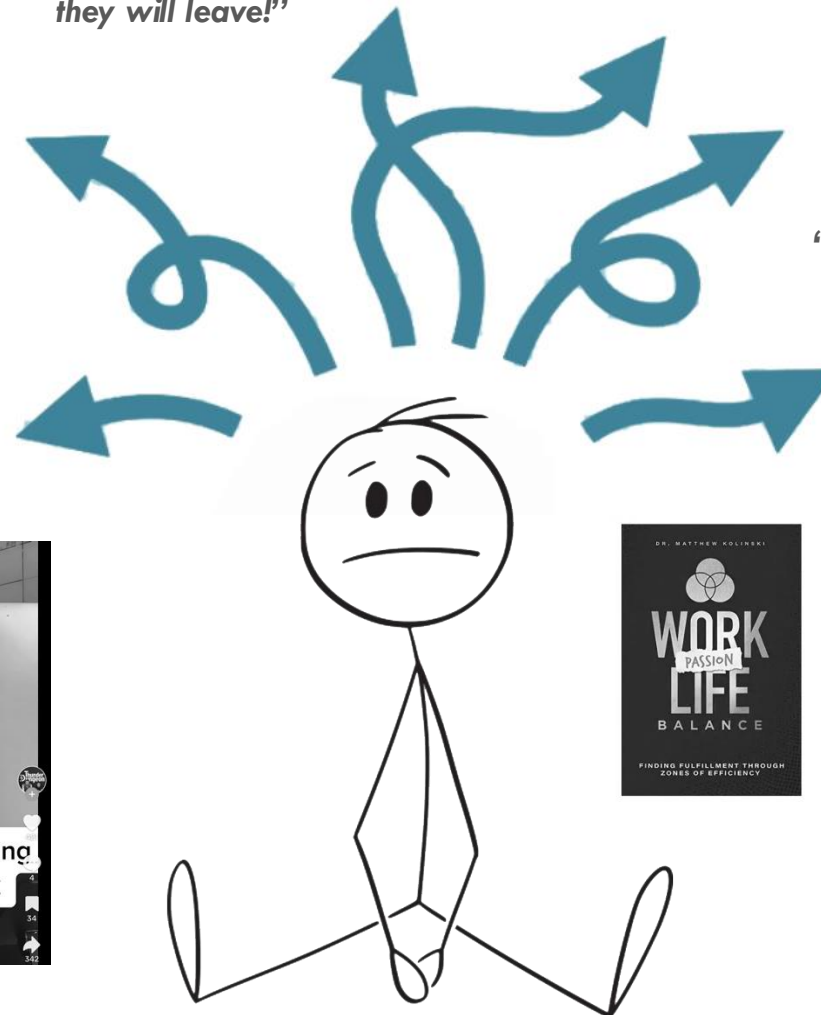
“Employees need more human connection!”

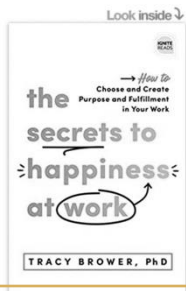


“The secret is growth and reaching your potential”

“Work-Life Harmony is the golden ticket!”

Managing People
The 3 Things Employees Really Want: Career, Community, Cause
by Lori Golec, Janelle Gale, Brynn Harrington, and Adam Grant
February 20, 2019





Let's Cut Through The Noise, Shall We?

60% of employees consider coworkers to be the biggest contributor to their job happiness

Researchers found autonomy and variety leads to greater well-being

"The secret is growth and reaching your potential"

"Work-Life Harmony is the golden ticket!"

Managing People
The 3 Things Employees Really Want: Career, Community, Cause
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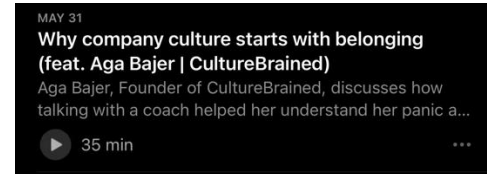
"Employees want purpose or they will leave!"

"Employees need security to thrive!"



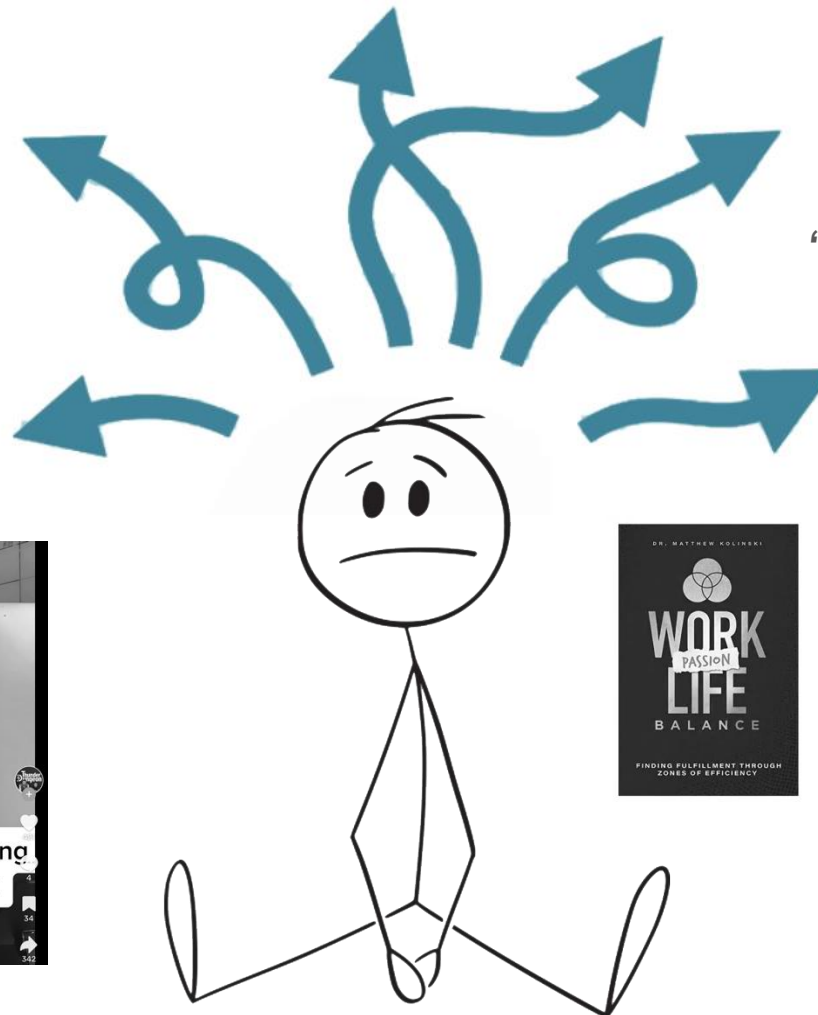
"People want to work from home!"

"Employees need more human connection!"



Research shows the number one reason people leave is...

- A bad Boss!
- No, it's a lack of appreciation!
- No, it's a lack of fairness!



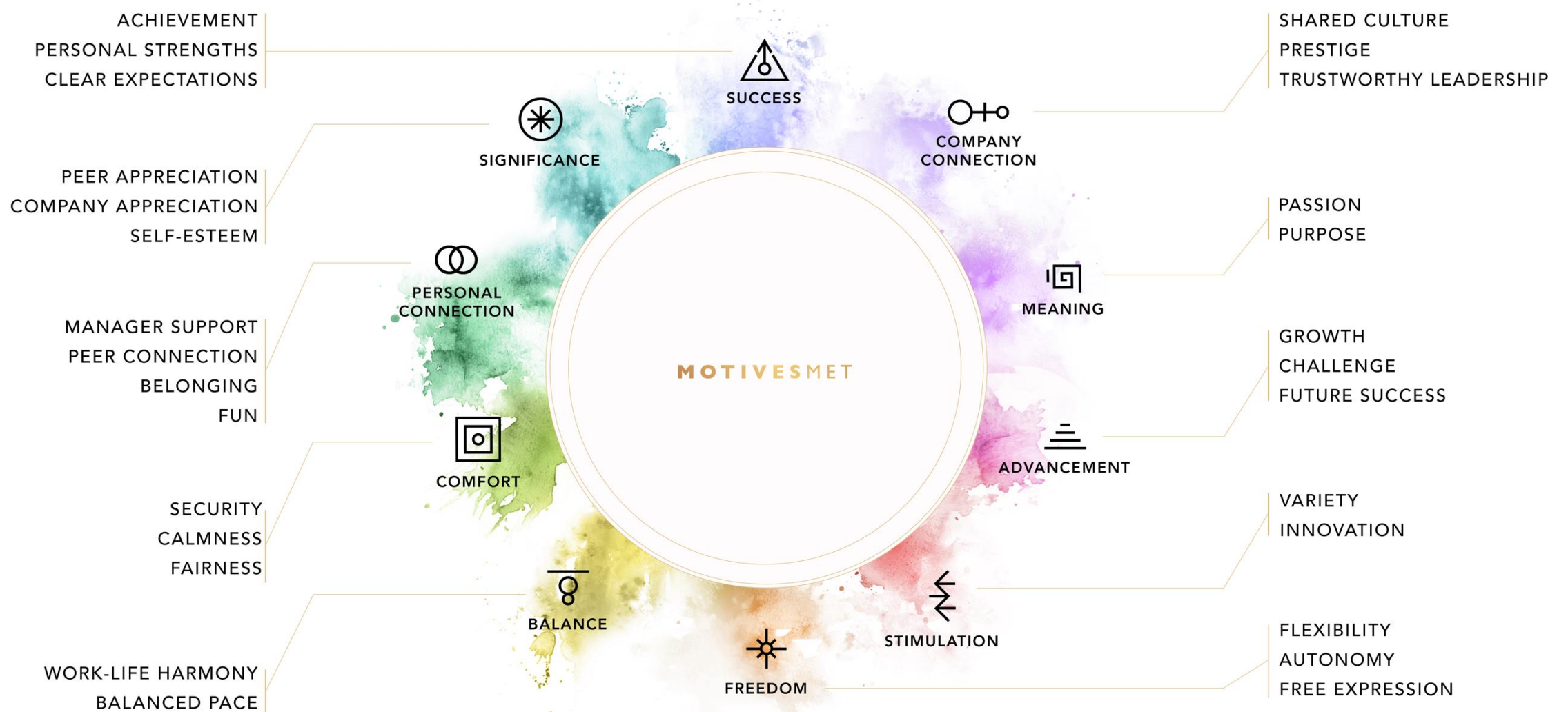


“

We are drowning in information but starving for wisdom.”

– E.O. Wilson

THE MOTIVES CIRCUMPLEX™

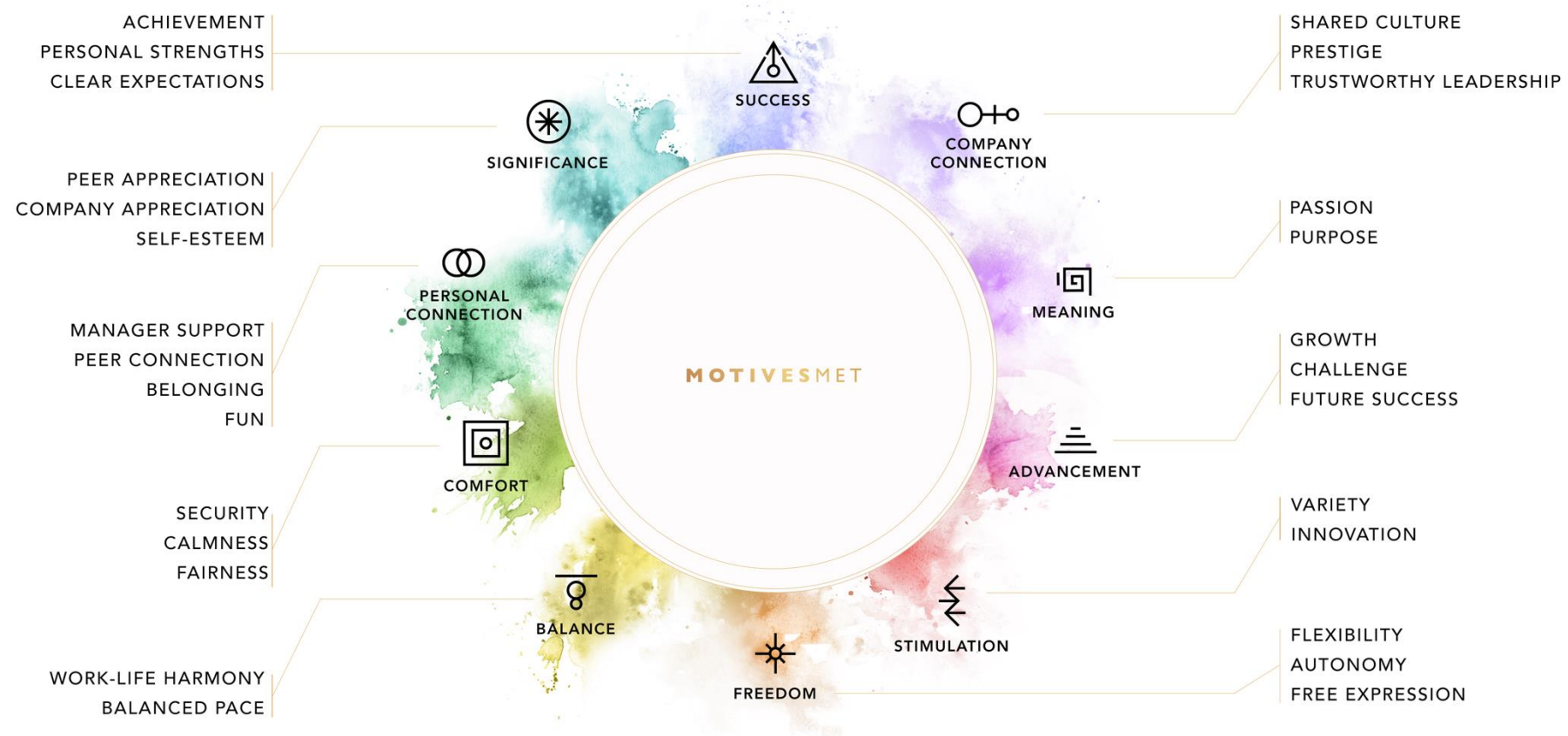


THE 28 MOTIVES

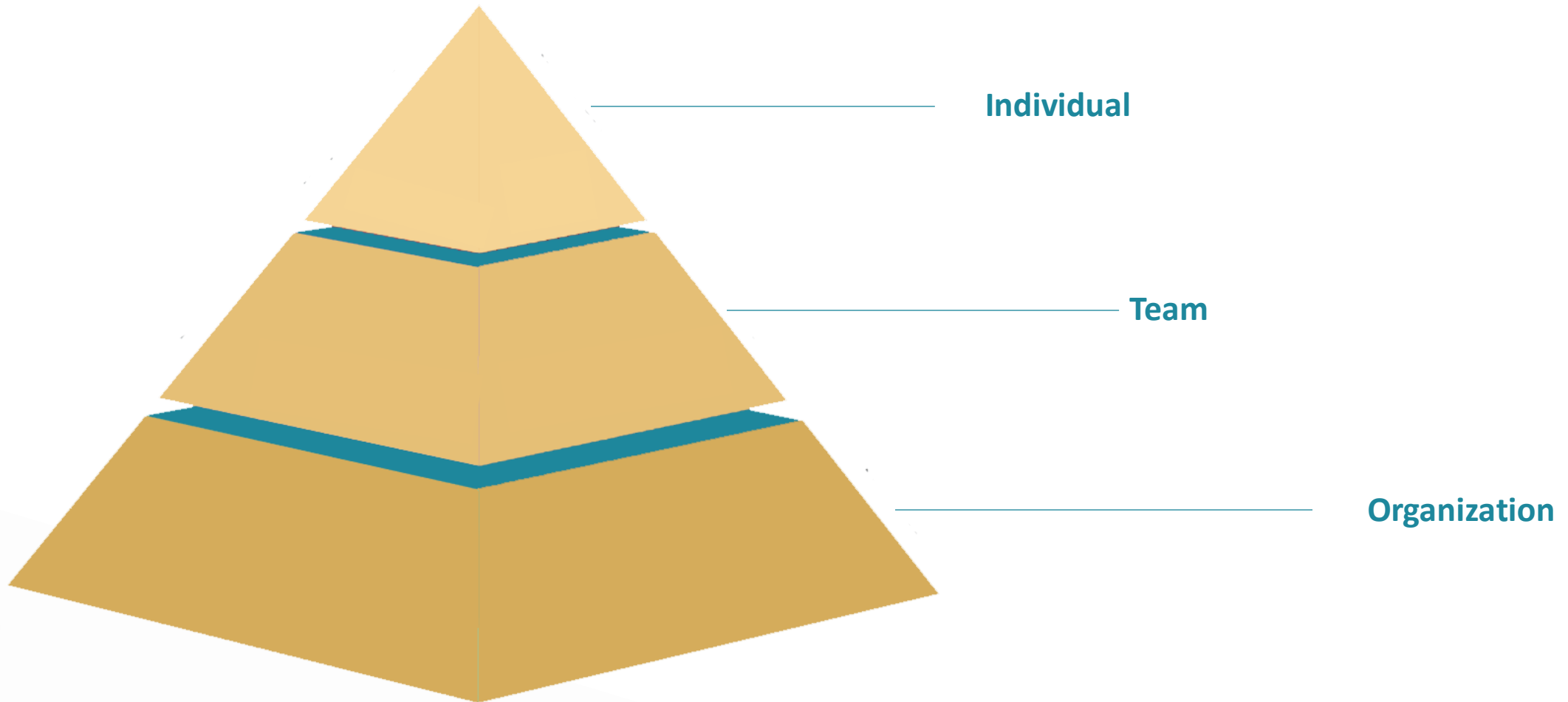
The psychological, emotional, and social needs

“Understanding human needs is half the job of meeting them.” - Adlai E. Stevenson Jr.

THE MOTIVES CIRCUMPLEX™

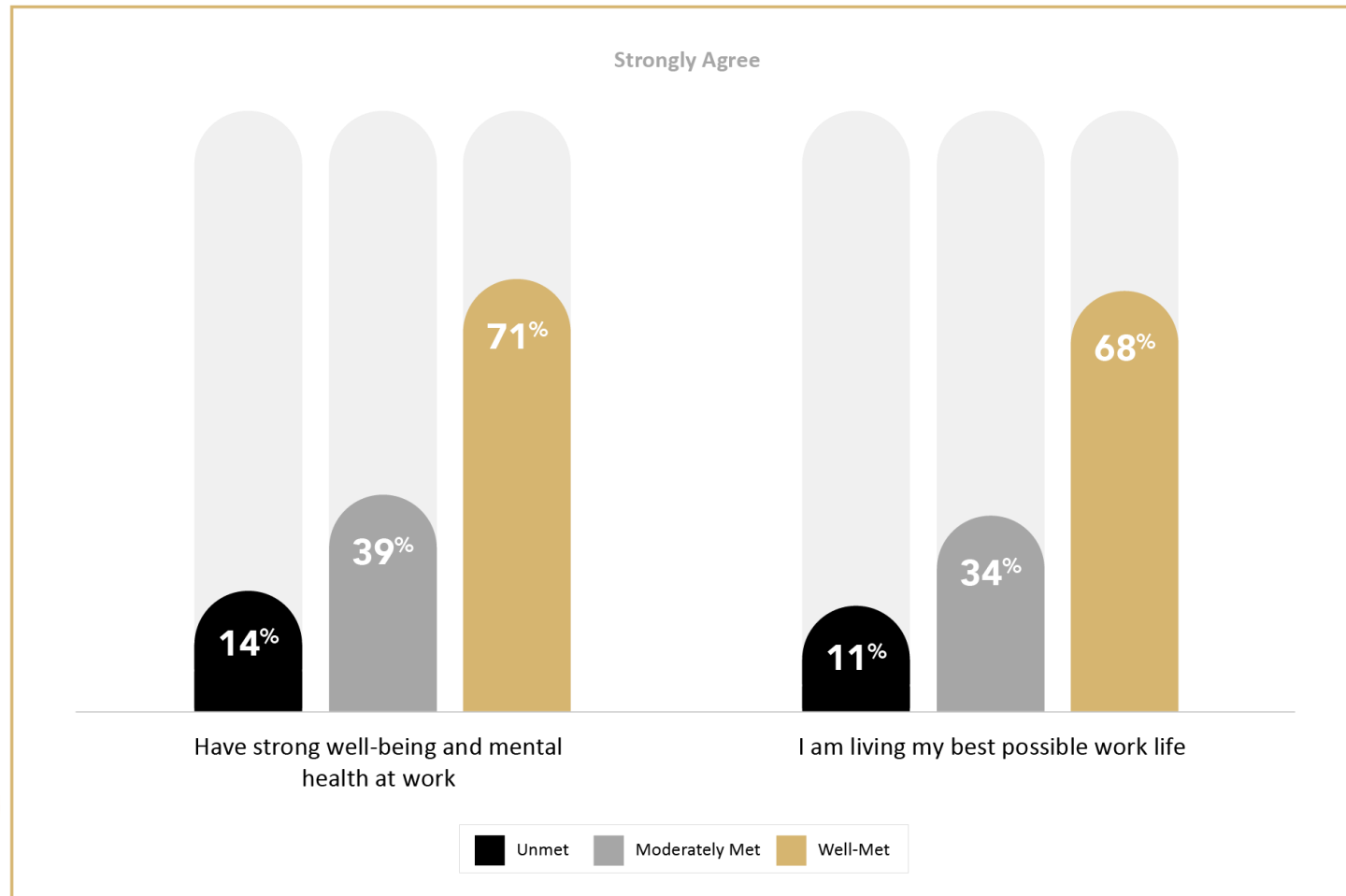


A Thriving Culture is When Motives are Honored, Protected, & Strengthened



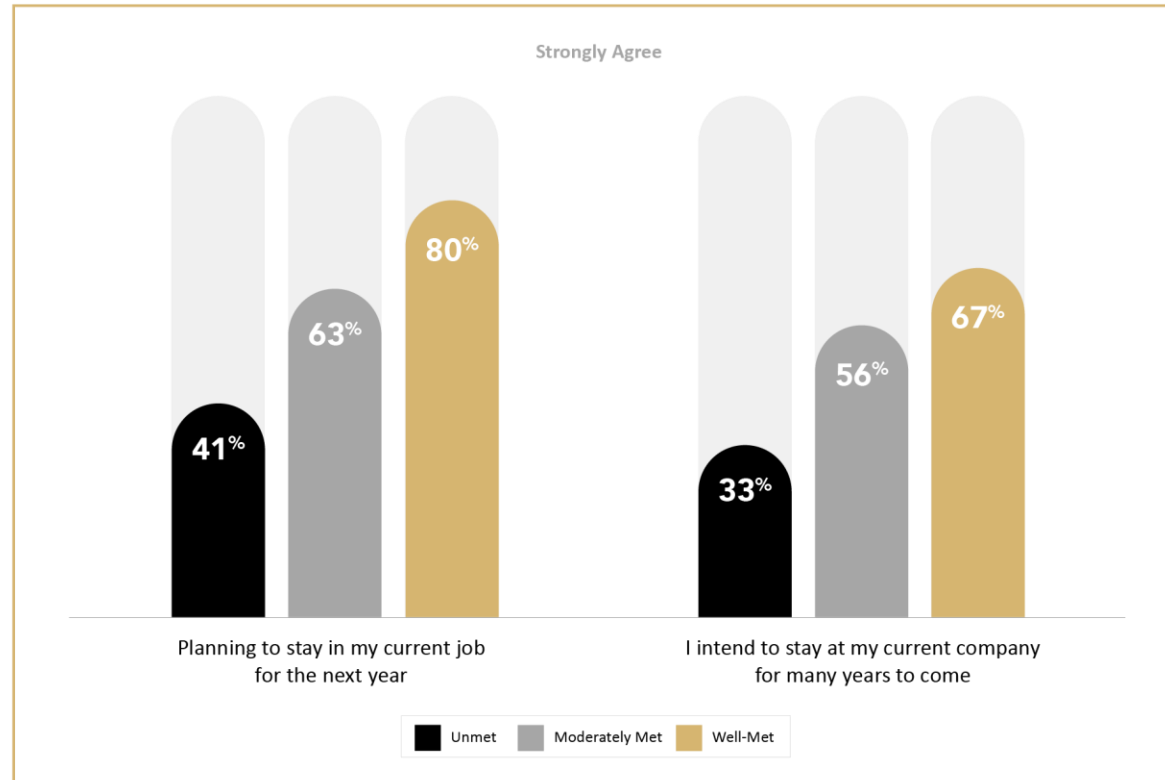
Why Motives Matter

Met Motives Means Greater Mental Health & Well-Being



Why Motives Matter

Short-term Retention **WHEN YOUR MOTIVES ARE MET** Long-term Loyalty
2X MORE



Why Motives Matter

Short-term Retention **WHEN YOUR MOTIVES ARE MET** **2X MORE** Long-term Loyalty

PEOPLE-FIRST

NEED
SATISFACTION



NEEDS FIRST

JOB
SATISFACTION

Why Motives Matter

HAPPY WHEN YOUR MOTIVES ARE MET VALUED
CALM 2X MORE ENGAGED
PRODUCTIVE CONNECTED

Happy, Healthy, High-Performing Teams



LESS STRESS & BURNOUT



PSYCHOLOGICAL SAFETY
& TRUST



INCREASED RETENTION
& LOYALTY



CONNECTION
& HAPPINESS



MOTIVATION
& ENGAGEMENT

STRESS IS...

HOW WE RESPOND
WHEN OUR NEEDS
ARE NOT MET



Stress Is...How We Respond When Our Needs Are Not Met

Feeling your “work self” has to be completely different from your true self



Unmet BELONGING Motive

Being driven to succeed but not knowing how to reach your future goals



Unmet FUTURE SUCCESS Motive

Being passed up for a promotion because of your age, race, or gender



Unmet FAIRNESS Motive

Spending a majority of your time on work that doesn't align with your strong suits and natural abilities



Unmet PERSONAL STRENGTHS Motive

Being constantly rushed with tight timelines on important work, limiting your creativity and quality of output



Unmet BALANCED PACE Motive

Having negative PR about your company in the media



Unmet PRESTIGE Motive

Experiencing consequences as the result of expressing dissenting opinions and concerns



Unmet FREE EXPRESSION Motive

Because nothing says 'mental health' like slapping a Band-Aid on a bullet wound.



When I'm told some self-care, a virtual happy hour, and day off will solve for my micromanaging boss, lack of recognition, and 60-hour work weeks.

Stress Management

SURFACE LEVEL SYMPTOMS



Stressor Management

REAL ROOT CAUSE

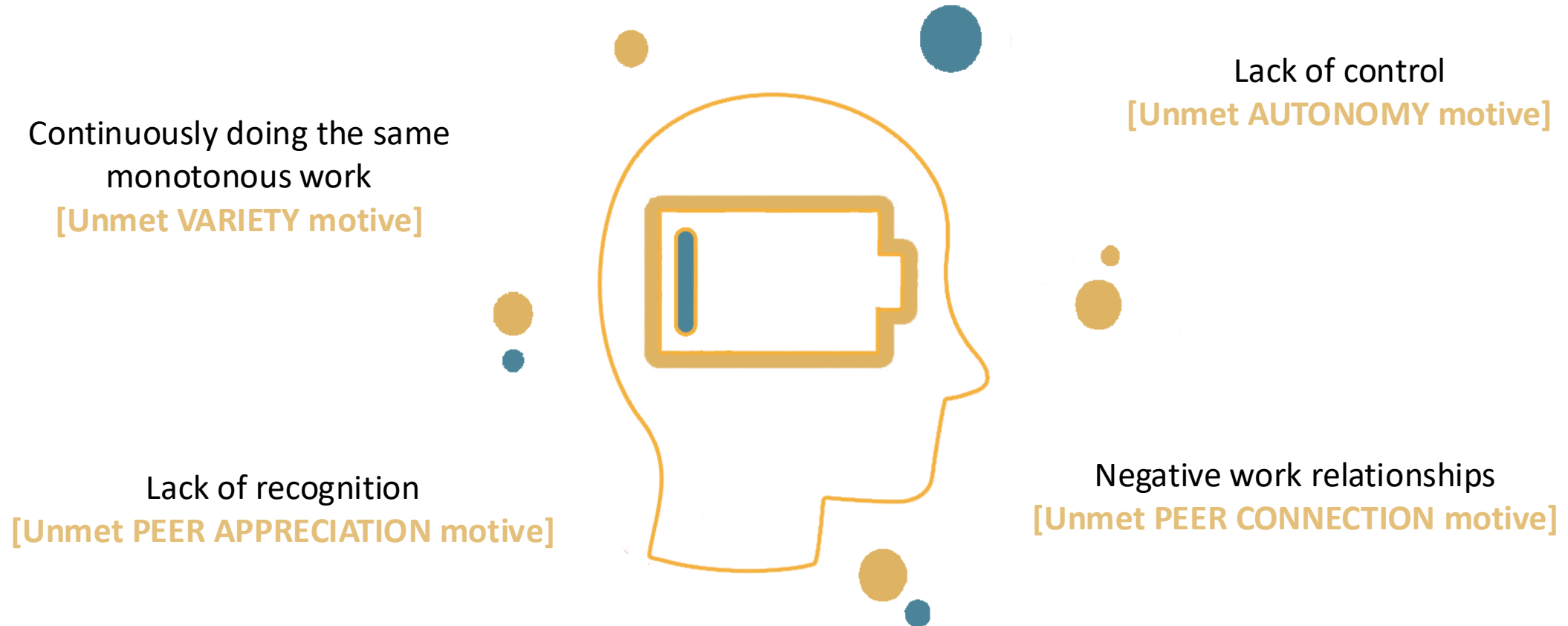
Burnout is Not Just About Overwork



Burnout Indicators

- ✓ Feel my job is meaningless
- ✓ In a bad mood
- ✓ That I'm overworked
- ✓ Lack of concentration
- ✓ Boredom
- ✓ Drained of emotional energy
- ✓ Annoyed by others I work with
- ✓ Helpless
- ✓ Physically depleted
- ✓ Have negative thoughts about my job
- ✓ Disengaged

Burnout is Not Just About Overwork









CULTIVATING THE MOTIVES MINDSET

6 Mindset Shifts

Anything You Want to Do, Change, or Become,
Starts In Your Brain First.



CULTIVATING SHARED MEANING

MINDSET SHIFT #1

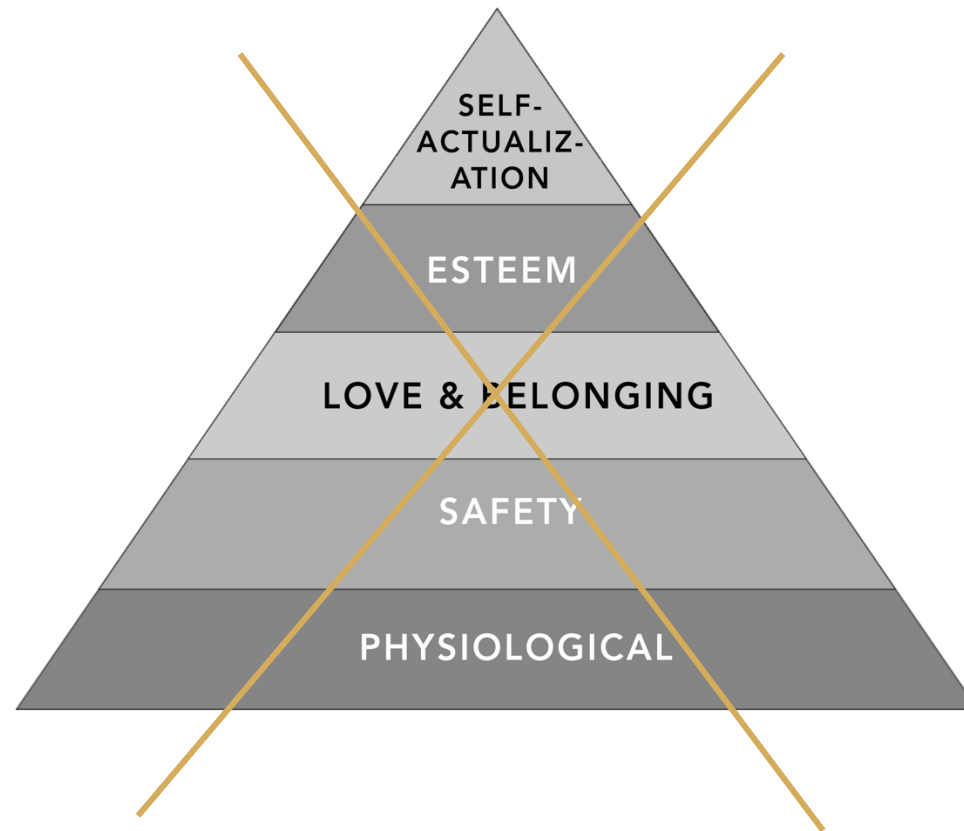


Well-being at work is....?



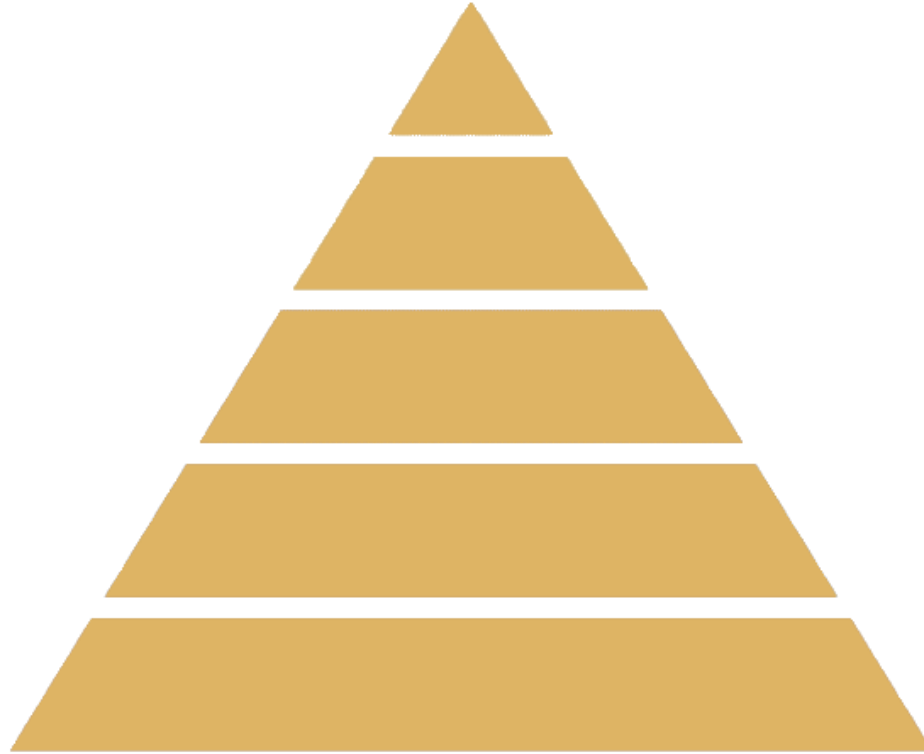
**Well-being at work is when
people's MOST important
motives
are met.**

What Matters Most?



Personal Hierarchy of Needs

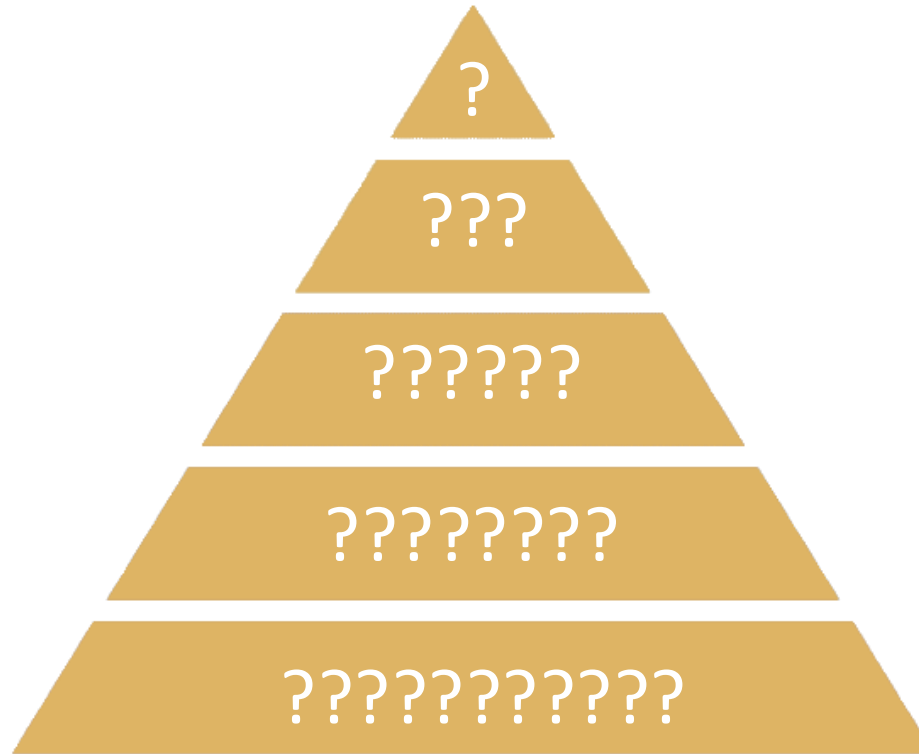
“If you have more than three priorities, you have none.” – Jim Collins



- All Motives Matter, But They Don't Matter Equally to Each Person or Team

Personal Hierarchy of Needs

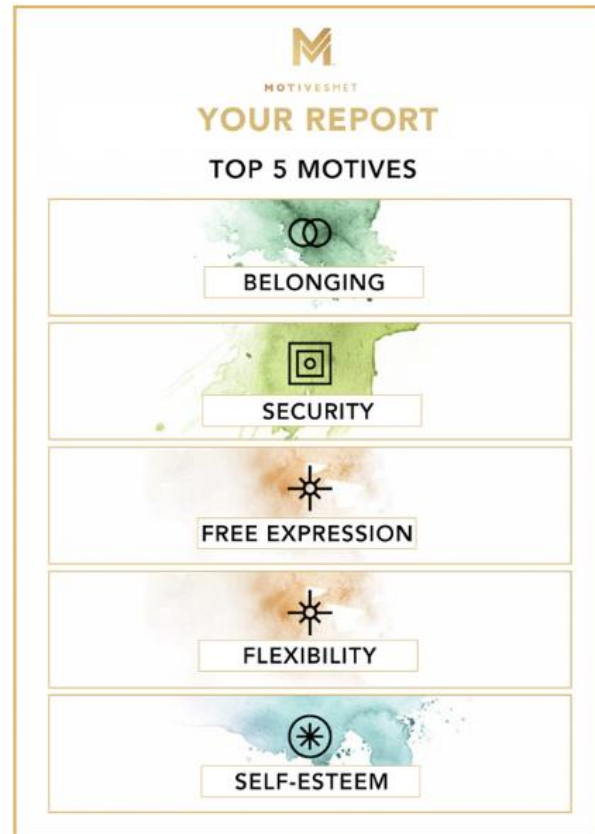
“If you have more than three priorities, you have none.” – Jim Collins



**All Motives Matter, But They Don't Matter Equally
to Each Person or Team**

The Motives Met Human Needs Assessment™

Understand what truly drives you and your employees
to be well and perform well at work.



15-minute Assessment

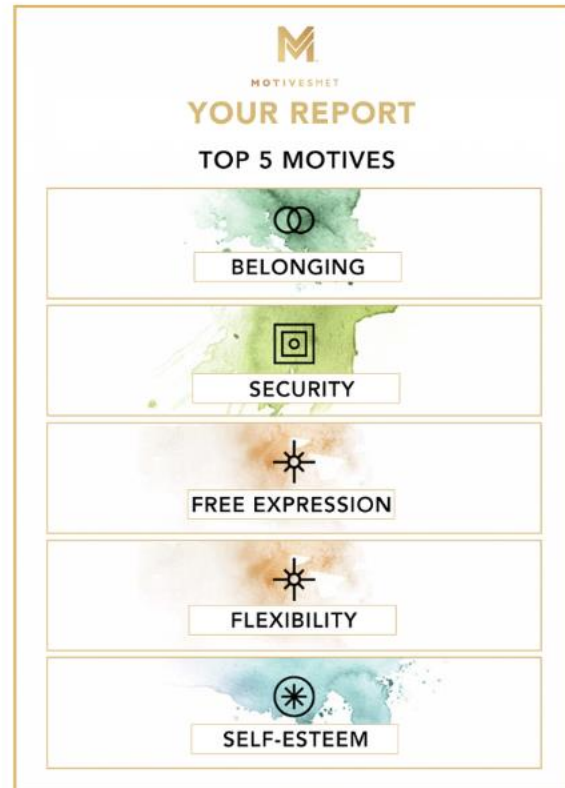
Motive report + workshop guide+ team report +
interactive dashboard + resources

Prevention is Better Than Cure

Passive & Reactive

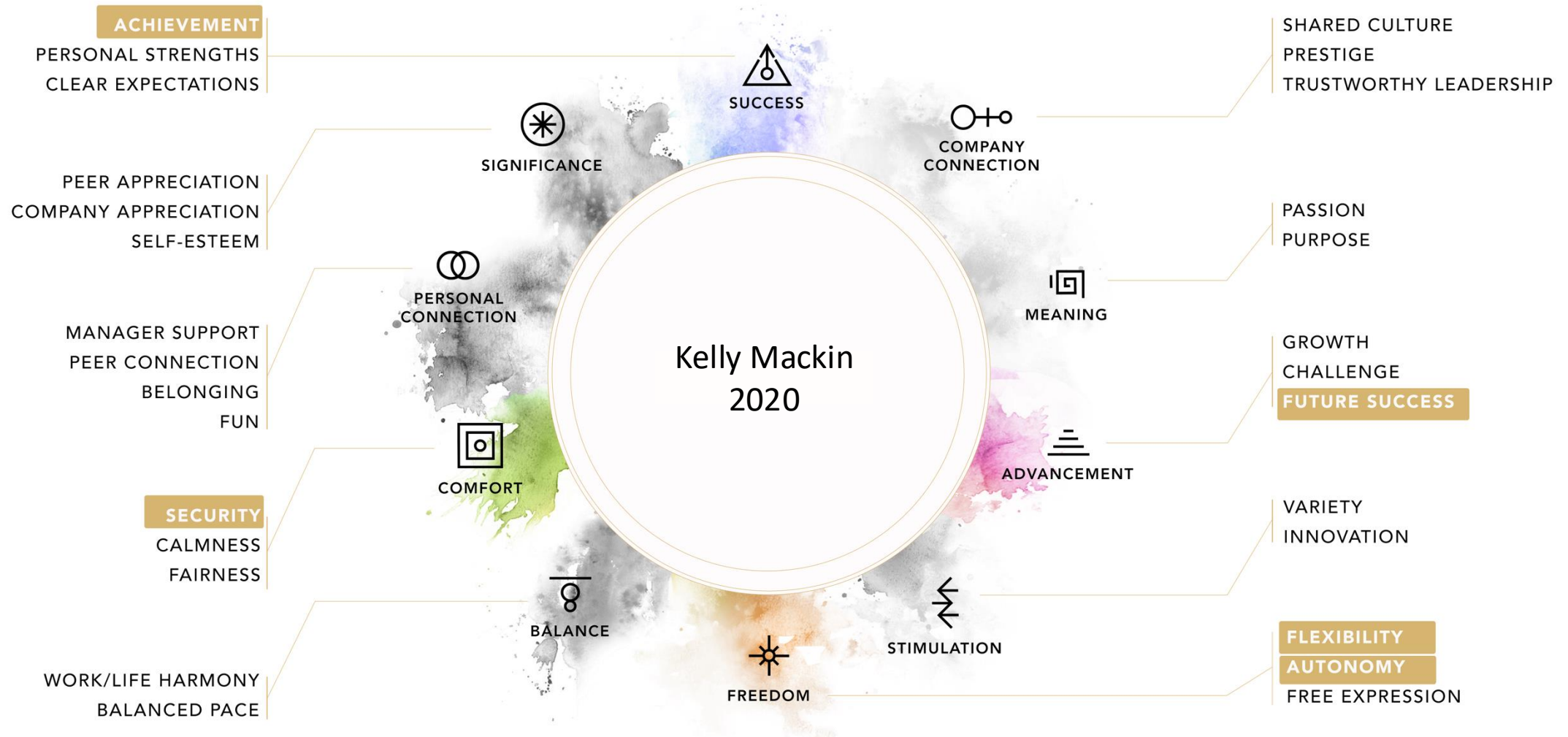


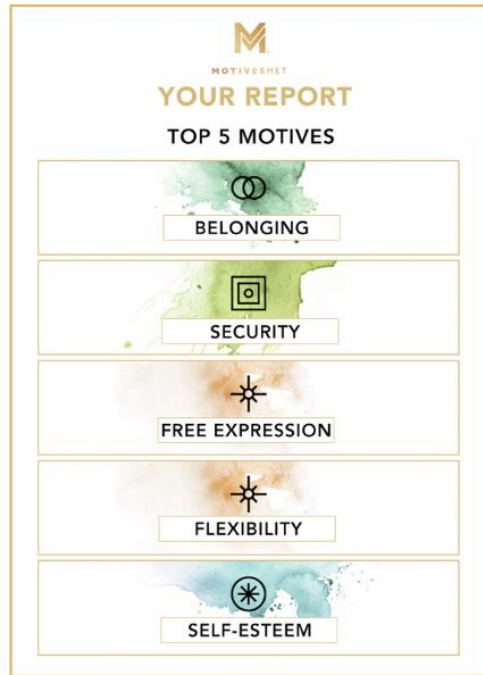
Proactive & Preventative



“The things which are most important don't always scream the loudest.” - Bob Hawke

THE MOTIVES CIRCUMPLEX™





Use the assessment as a resource or have each person select 5 motives to focus on.

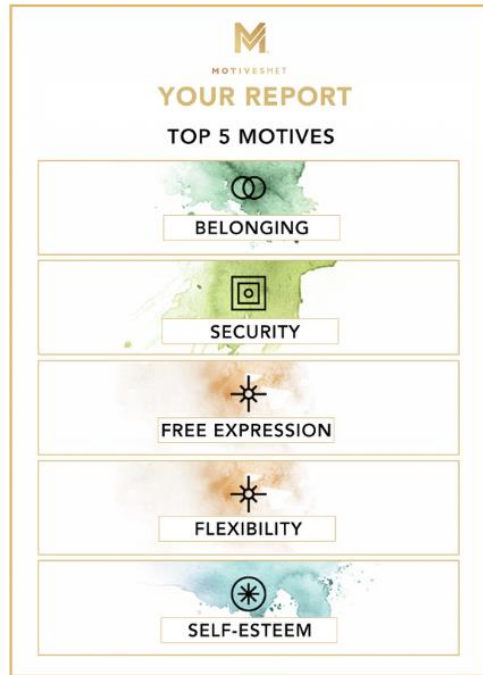
FREE CODE → theteam@motivesmet.com



Focus On What Matters Most

Gateway to:

- » Understand
- » Be mindful of
- » Evaluate
- » Communicate
- » Meet motives



Use the assessment as a resource or have each person select 5 motives to focus on.

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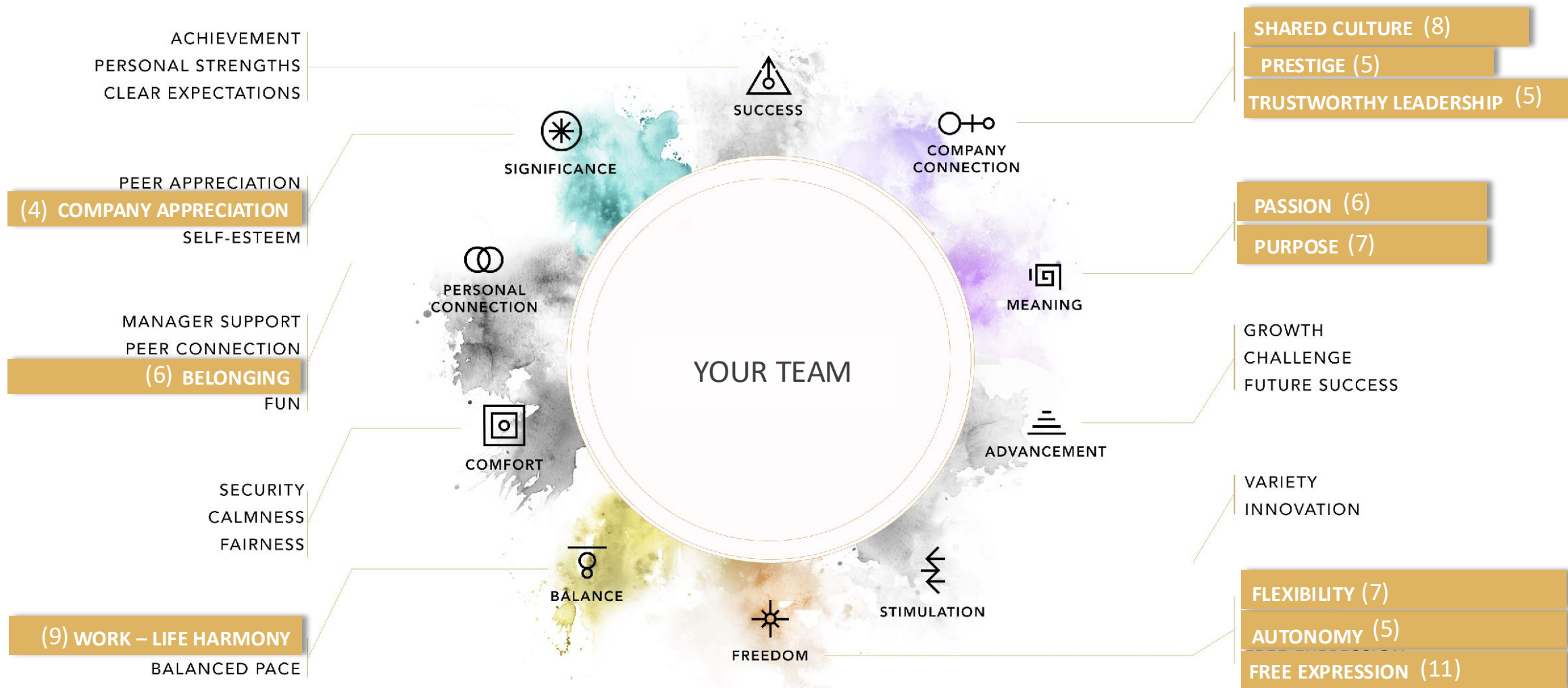
Focus On What Matters Most

Gateway to:

- » Understand
- » Be mindful of
- » Evaluate
- » Communicate
- » Meet motives

Shows your employees you care about their health and happiness, that goes a long way!

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TAKING A PERSONALIZED APPROACH

MINDSET SHIFT #2



One-size-fits all works!

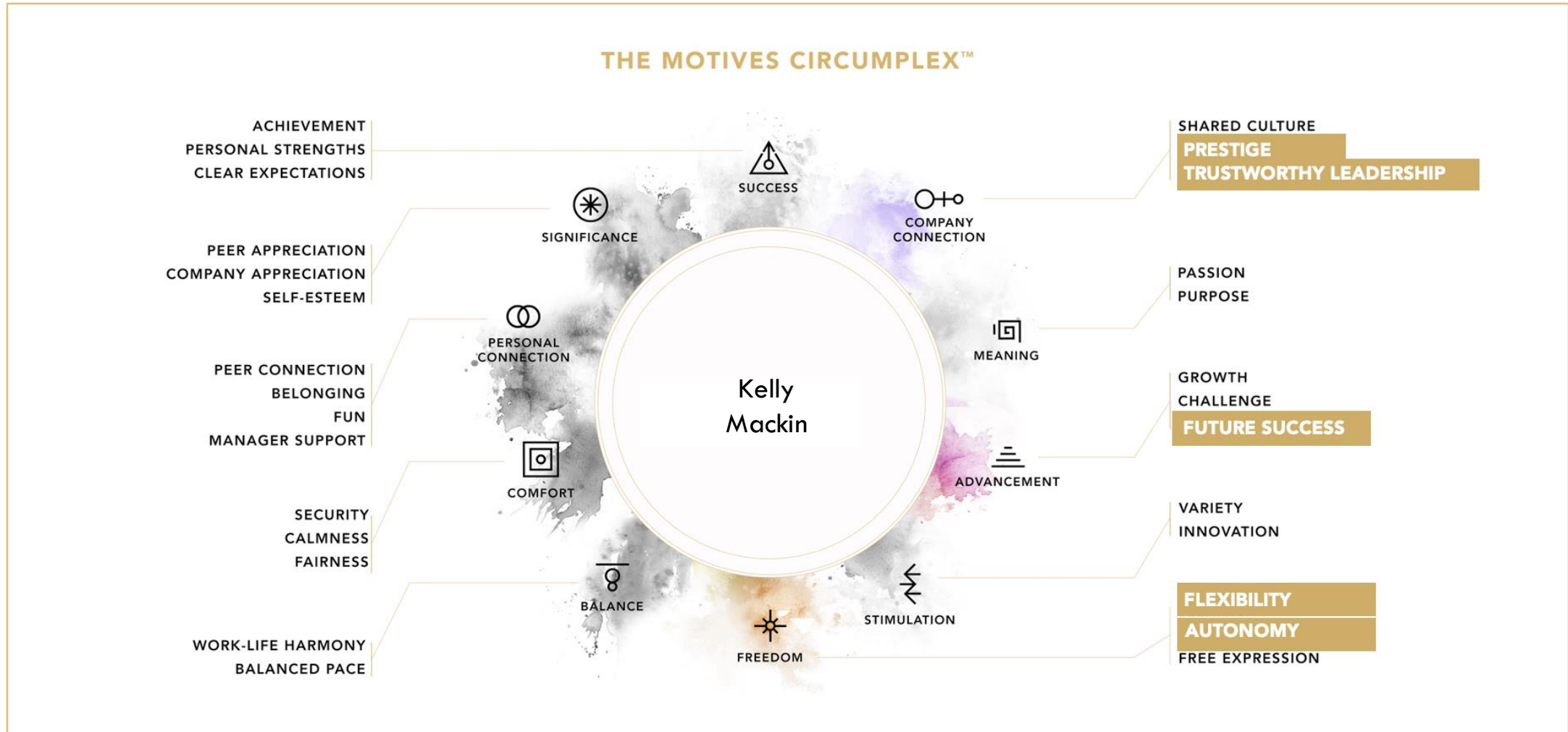


Well-being is personal

“One-Size-Fits-None” Leadership



Human-Centered Leadership



Lead, Coach, Advocate, & Inspire Based on What Uniquely Drives Each Person

OVERCOMING WORK HAPPINESS DELUSION

MINDSET SHIFT #3



Things will be perfect!



**The attainable dream of a
work life well-lived.**

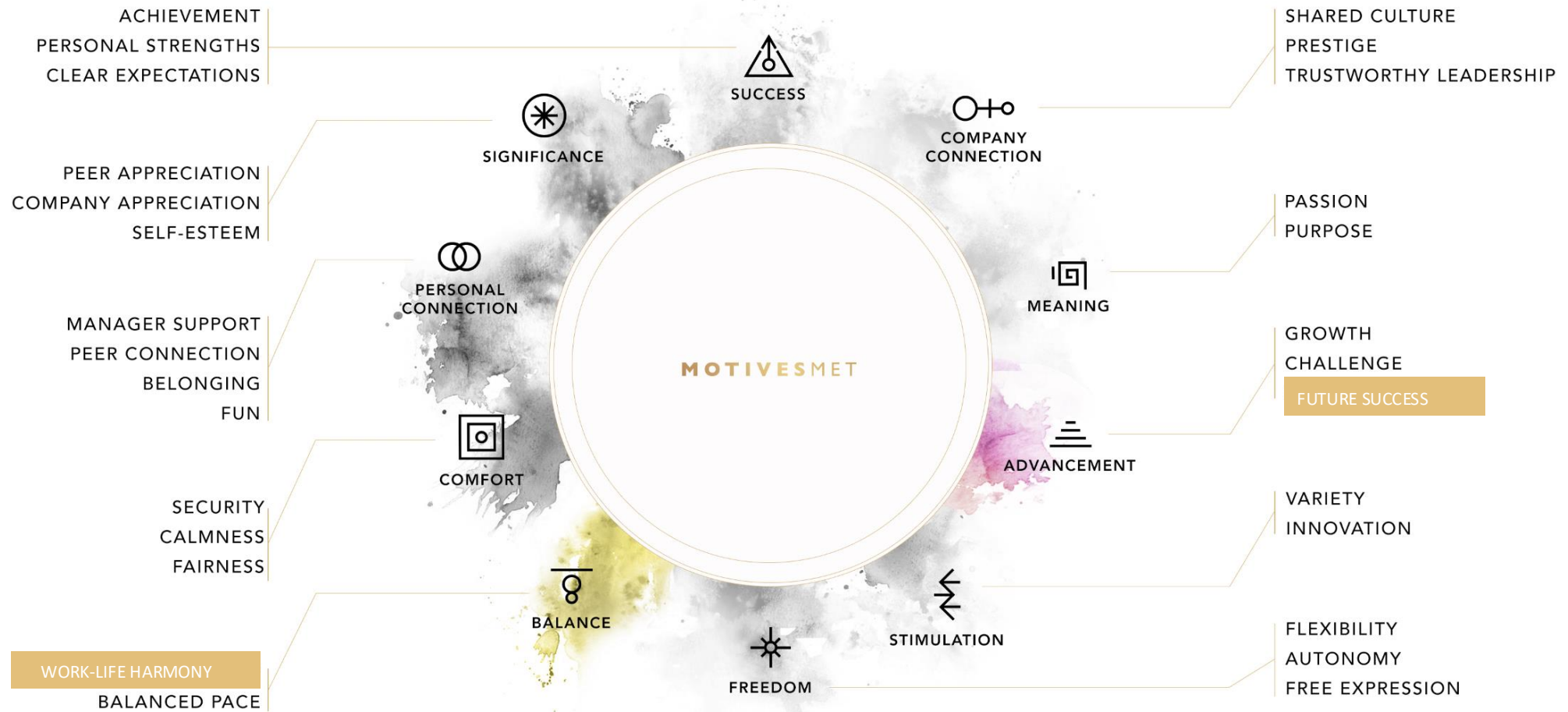
Motives Can Complement

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Motives Can Hold Tension

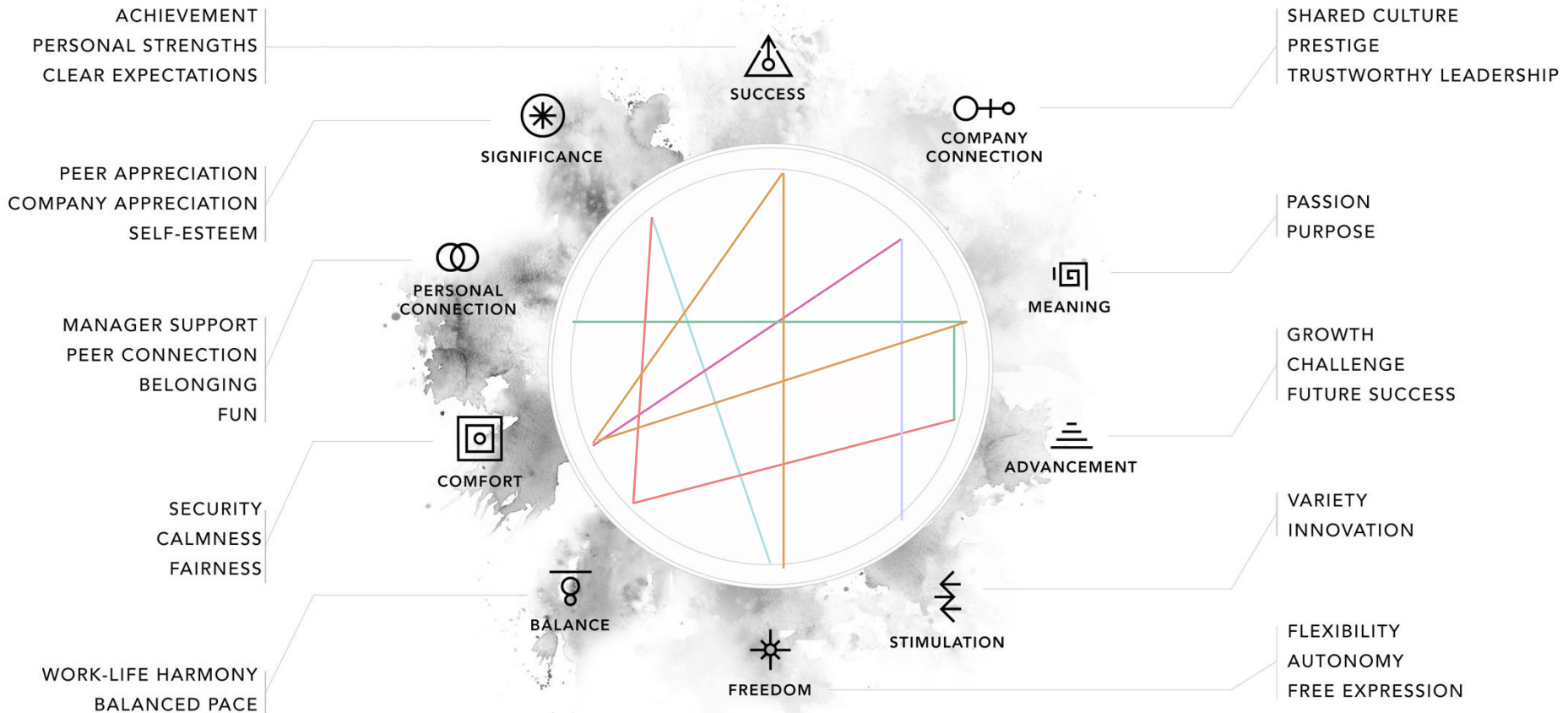
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Live in the Tension These Needs Well



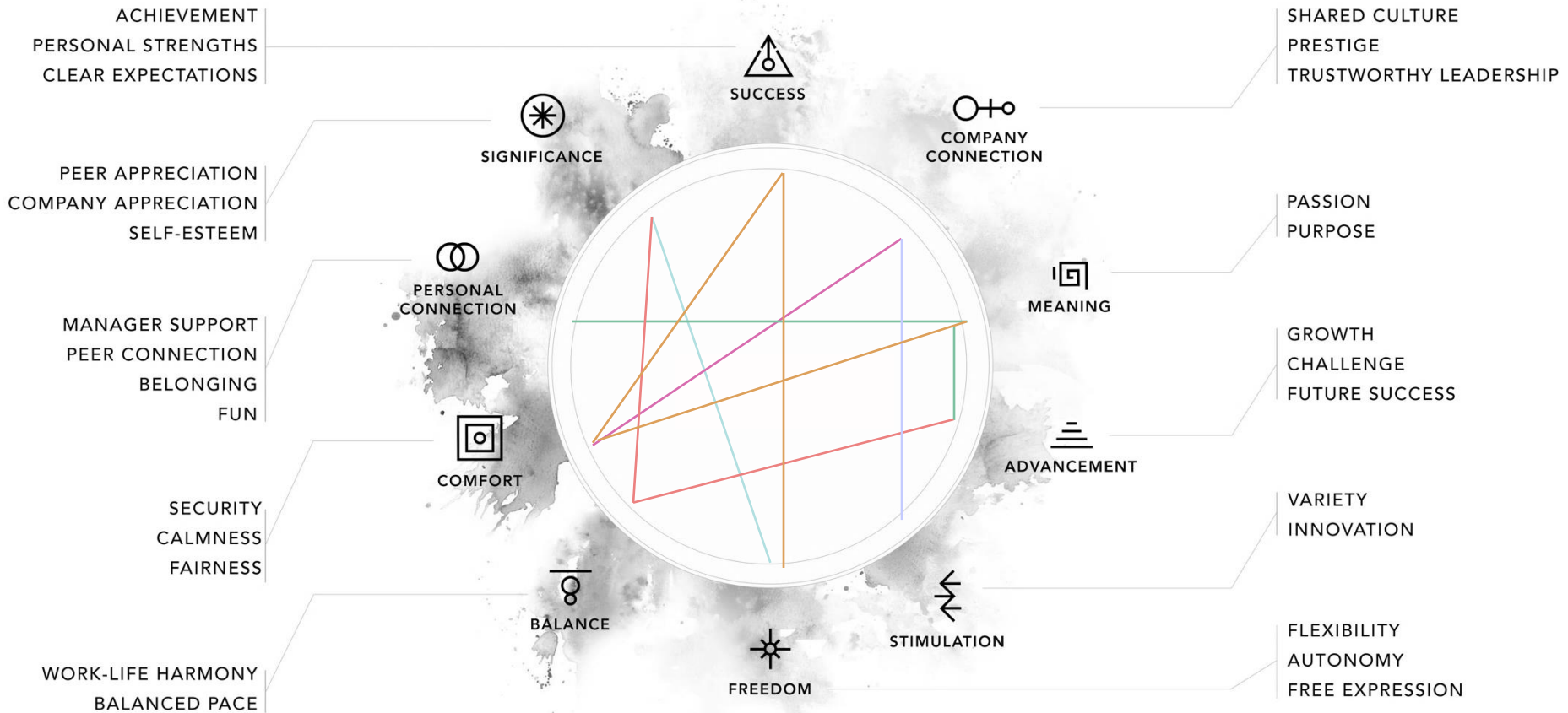
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This is Difficult!



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EMBRACING MOTIVE DIVERSITY

MINDSET SHIFT #4

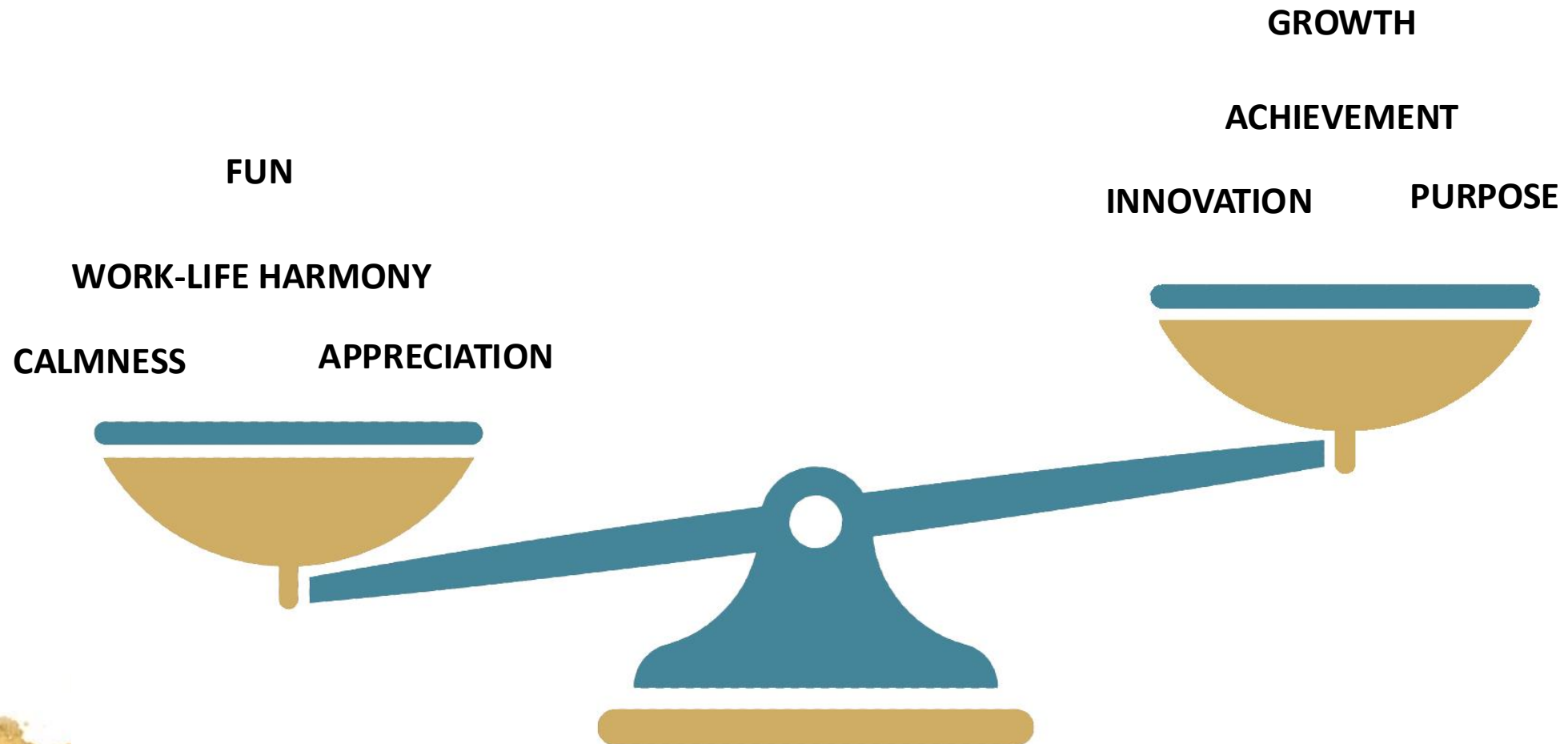


Some motives are more important than others.



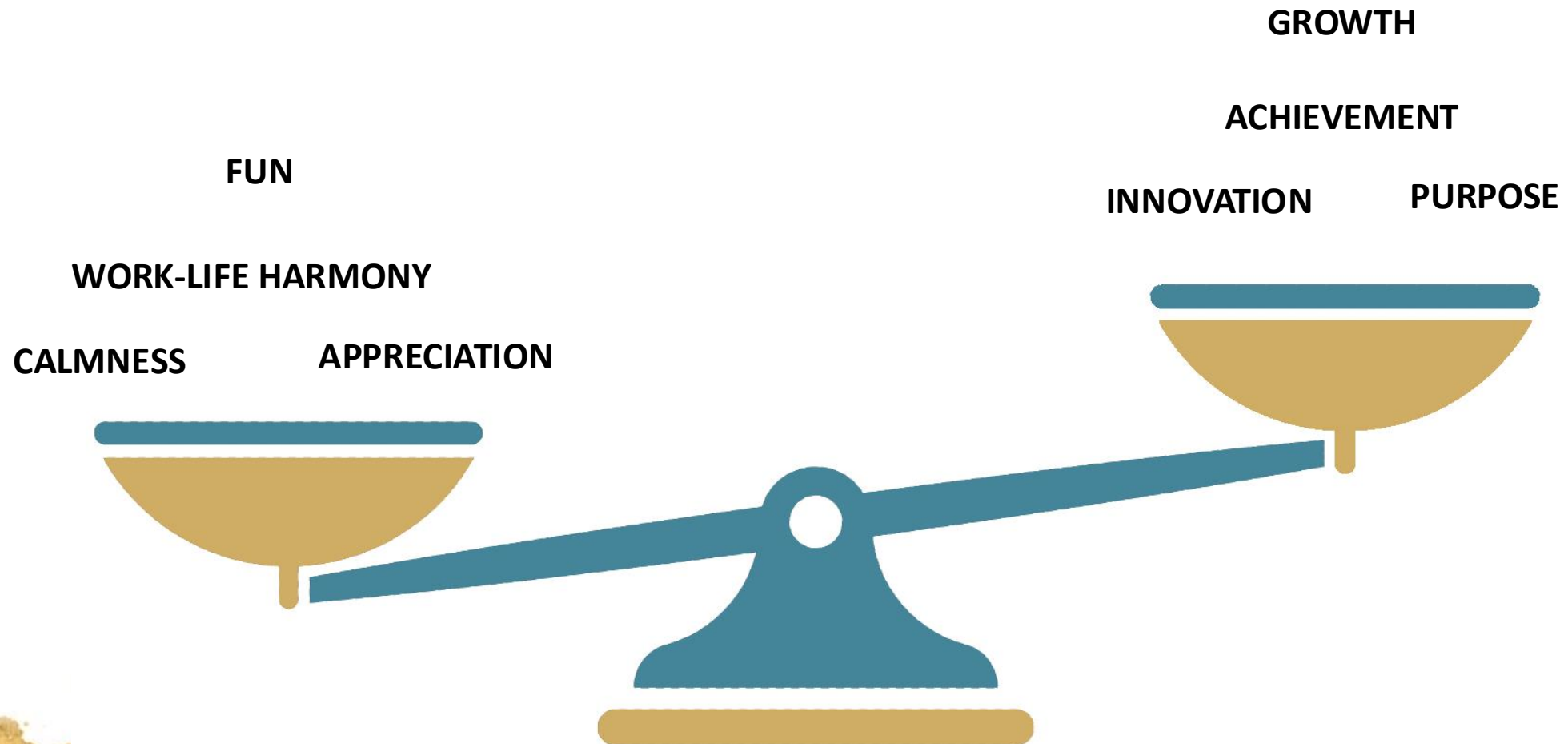
There are no favorites.

Inclusive Workplaces Embrace Need Diversity



Inclusive Workplaces Embrace Need Diversity

How do we limit judgment?



Inclusive Workplaces Embrace Need Diversity

- WORK-LIFE HARMONY does NOT equal work well-being.
- Some employees don't need strong PURPOSE at work to thrive.
- Employees aren't always looking for GROWTH opportunities.
- Some employees don't need strong CONNECTION to be happy and healthy at work.
- People don't need to be extremely PASSIONATE and love what they do to stay engaged.

CO-CREATING A THRIVING CULTURE

MINDSET SHIFT #5

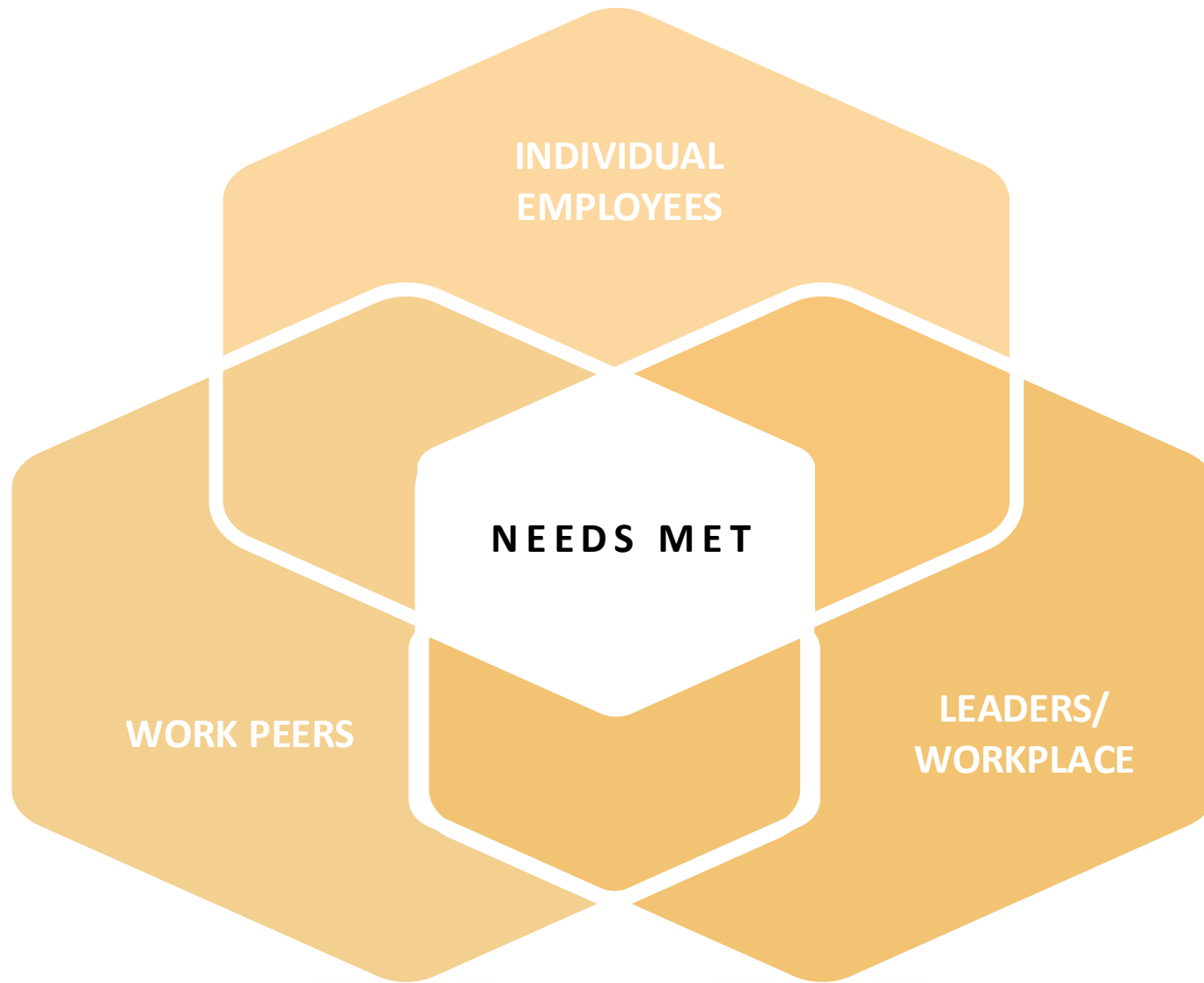


**Creating a thriving cultures is
on you as a leader.**



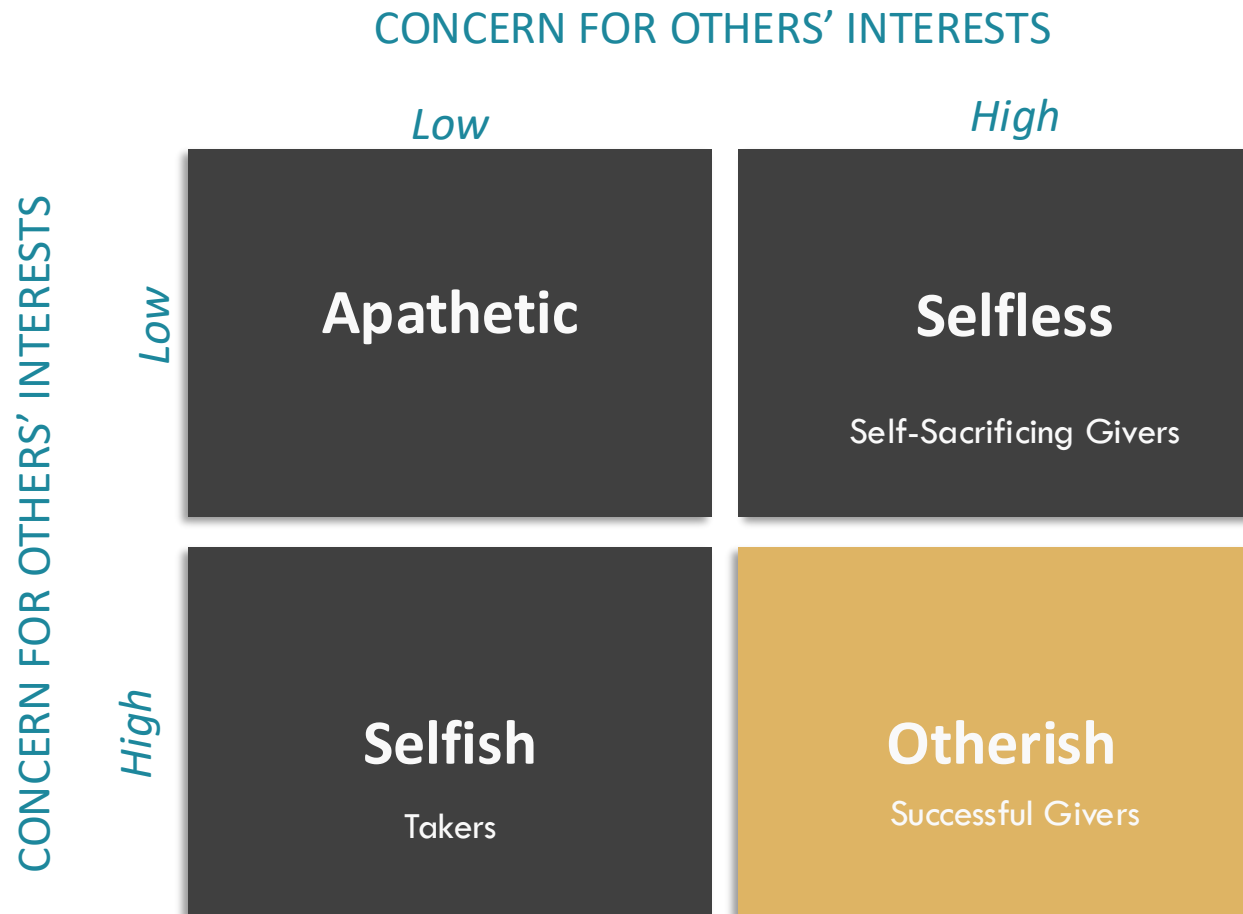
**Culture belongs to everyone;
people need to create it
together.**

Well-Being is Co-Created



An “Otherish” Culture

“If takers are selfish and failed givers are selfless, successful givers are OTHERISH: they care about benefiting others, but they also have ambitious goals for advancing their own interests.”
– Adam Grant



HUMANIZING WORK

MINDSET SHIFT #6

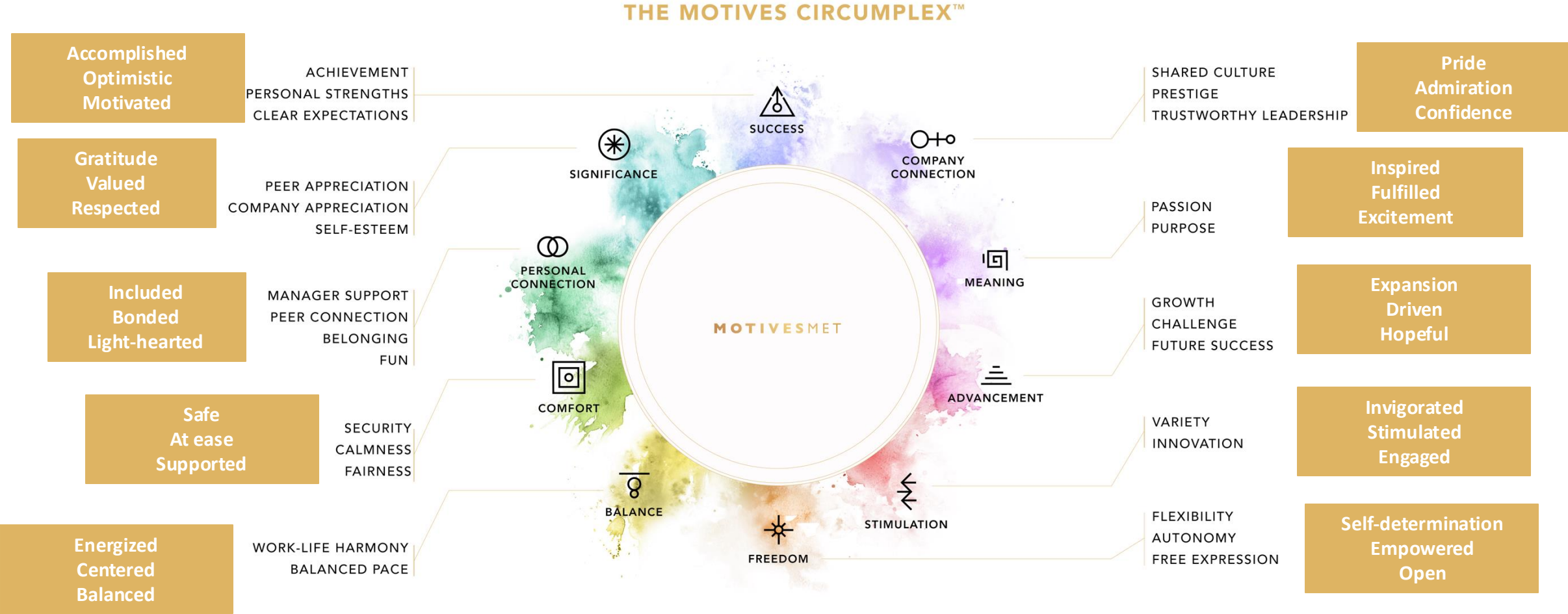


**Hide your feelings to stay
“professional.”**



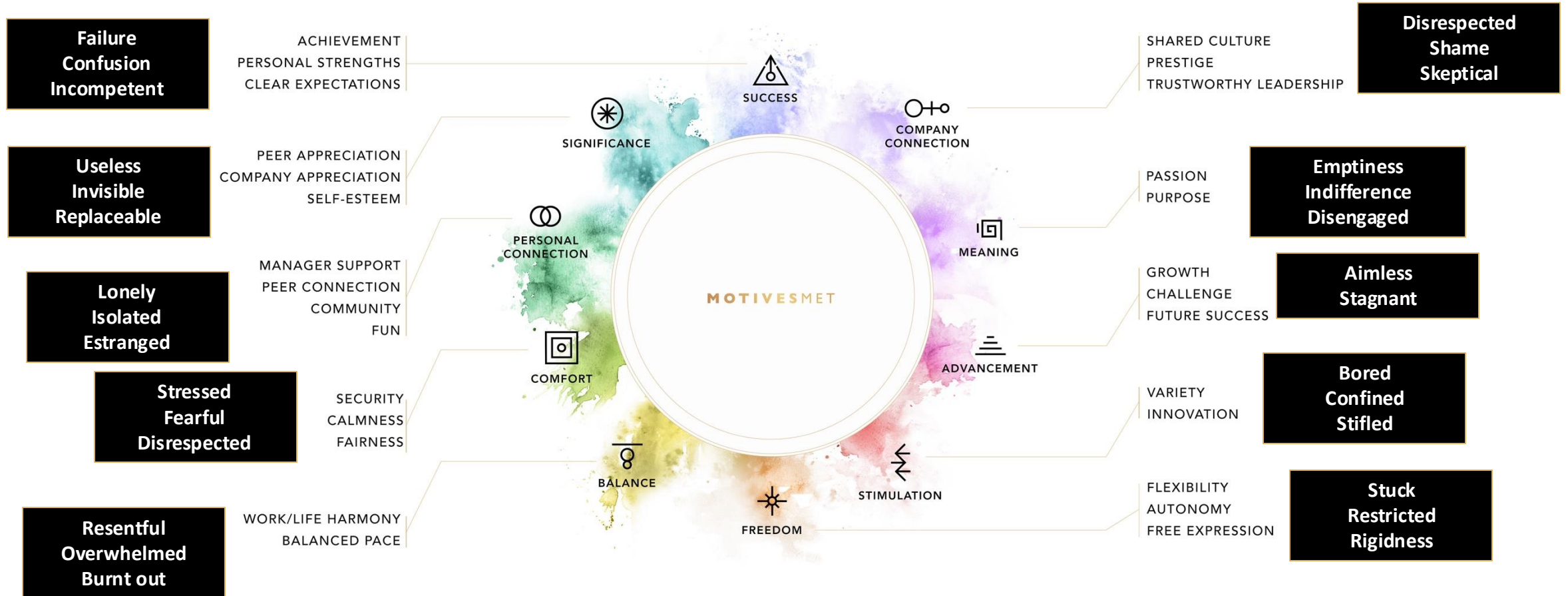
**Permission to be
human at work.**

Meeting Motives Amplifies Desirable Emotional Experiences at Work



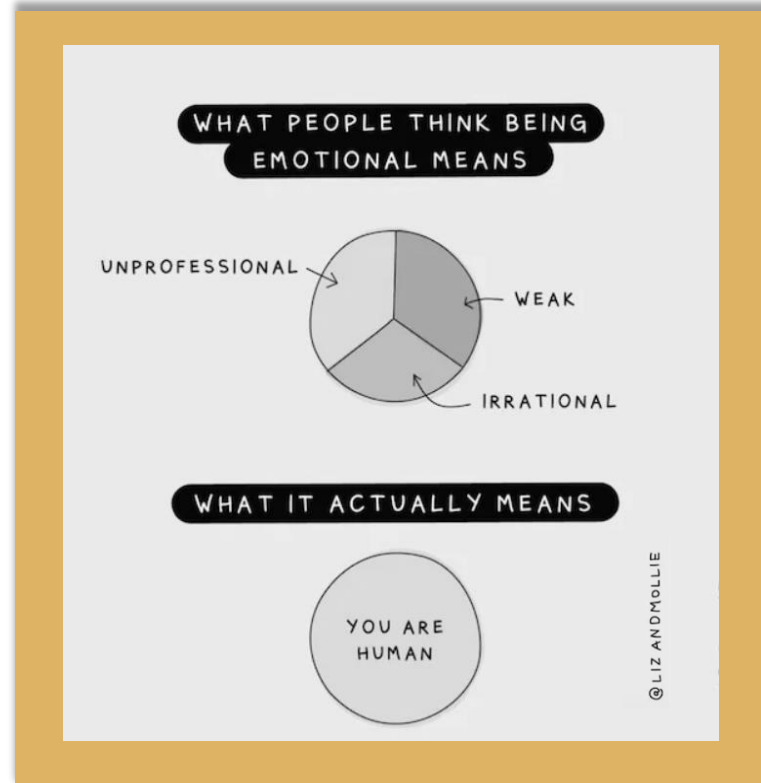
Unmet Motives Increases Undesirable Emotional Experiences at Work

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Embracing Our Humanity & Expanding Emotional Intelligence

“Having needs is not evidence of weakness – it is human.” - Danielle Bernock



If we want to be mentally healthy at work, then we need to embrace we are human beings with human needs and the emotions that drive those needs.



NO-B.S. APPROACH

**Thriving at work is messy, personal,
multi-faceted, and changing.**

MOTIVES MET METHODOLOGY: A ROADMAP TO THRIVING AT WORK





THE EVEREST OF LEADERSHIP

Time, Training, & Tools



THE EVEREST OF LEADERSHIP



1

UNDERSTAND



Create the shared meaning and mindset around thriving with your team using the motives framework.

Committing to Well-Being

WORK LIFE WELL-LIVED PRINCIPLES

WLWL Principle #1

All motives matter, but well-being is personal, it's about personal need and embracing motive diversity.

WLWL Principle # 2

You must focus on needs that require your greatest attention right now, but they will change.

WLWL Principle # 3

We cannot, nor should we have to try to, escape being human beings with human needs and the emotions that drive them at work.

WLWL Principle # 4

Be curious, seek to understand yourself, to develop your motive story, and understand others, to hear theirs.

WLWL Principle # 5

We must show up mindfully in our work life and work relationships on purpose, with purpose to meet motives. Taking a proactive and preventive approach, not a passive or reactive one.

WLWL Principle # 6

Supporting others in their well-being is a win for all. Well-being is co-created, everyone impacts the degree that motives can be met at work.

WLWL Principle # 7

You have to speak about motives, honestly, courageously, and with good intentions, to meet motives.

WLWL Principle # 8

If you want to elevate motives you must evaluate them.

WLWL Principle # 9

Big actions can be necessary, but change does not need to be big to be meaningful, small things can be significant to meet motives as well.

WLWL Principle # 10

Get comfortable being uncomfortable, sometimes meeting motives is about vulnerability, courage, and resilience.



1

UNDERSTAND



Create the shared meaning and mindset around thriving with your team using the motives framework.

- Consider having a special team meeting, workshop, or well-being session at your next off-site or company gathering.
- Share the WLWL principles, mindset shifts, key concepts like motive diversity and living in the tension of these needs together.
- Unite people behind the goal to co-create a thriving culture and commit to elevate motives so everyone thrives collectively.



2 BE MINDFUL OF

- ✓ Lead with motives in mind, taking a personalized approach, and cultivate a culture where motive mindfulness is strong.
- Adopt the motives mindset and do a personal motives leadership audit. Identify your leadership strengths, weaknesses, and actions you want to take to lead with intention.

REFLECTION



- How mindful am I of each of the 28 motives as a leader?
- Where is there stress and burnout that are signs of unmet needs?
- How can I create psychological safety and trust for employees to be human and share their emotional experience that manifests from unmet or under-met motives?
- What “motive biases” may I be bringing to my workplace that I haven’t paid attention to?
- How can we better embrace motive diversity on our team/organization?



2 BE MINDFUL OF



Lead with motives in mind, taking a personalized approach, and cultivate a culture where motive mindfulness is strong.

- Reflect on motives, and identify your leadership strengths, weaknesses, and actions you want to take to lead with intention.
- Empower motive discovery and identify the top motives that matter most to each employee. Have employees share their motives with one another, look at which needs are rising to the top for the collective.



3 EVALUATE

✓ Evaluate well-being regularly by identifying motives that are drowning, surviving, coasting, or thriving and why.

- Gather meaningful data and information around the degree these needs are met and a benchmark to grow from.
- Have motive conversations to evaluate motive health or use a simple survey to gather well-being KPIs to track over time.



If I asked you right now the degree to which your team members have well-being and why, could you articulate that in a meaningful data-driven way?

Measuring The Things That Matter Puts You in a Better Position to Get the Desired Outcomes

“The things we measure are the things we improve. It is only through numbers and clear tracking that we have any idea if we are getting better or worse.” - James Clear

MOTIVE HEALTH



Motive Health Survey

DROWNING

SURVIVING

COASTING

THRIVING

How Met: How well “met” are each of your top 5 motives for you personally?

Organization Motive Support: The degree to which a motive can be strong can be dependent on several factors, some outside of our control. We want to know to what degree you feel our organization creates the conditions for each of these motives to thrive?

Strongest Motive: Which of your top 5 motives is the strongest?

Weakest Motive: Which of your top 5 motives has the most room for improvement?



4

COMMUNICATE



Create the space for motive conversations in one-on-ones and team or group conversations.

Silence Will Cost You

EXIT INTERVIEW



MOTIVES MET RESEARCH

In the last year 33% of employees said their boss has never met with them to talk about their job satisfaction and well-being at work – 31% said only once.

EXIT INTERVIEWS



STAY INTERVIEWS

Motives are a Missing Conversation at Work

**Talk about the
good stuff**

**WE NEED TO TALK ABOUT
MOTIVES TO MEET MOTIVES**

Formally + Informally
1:1's + Team

**Talk about the
stuff that isn't
working**



4 COMMUNICATE

✓ Create the space for motive conversations in one-on-ones and team or group conversations.

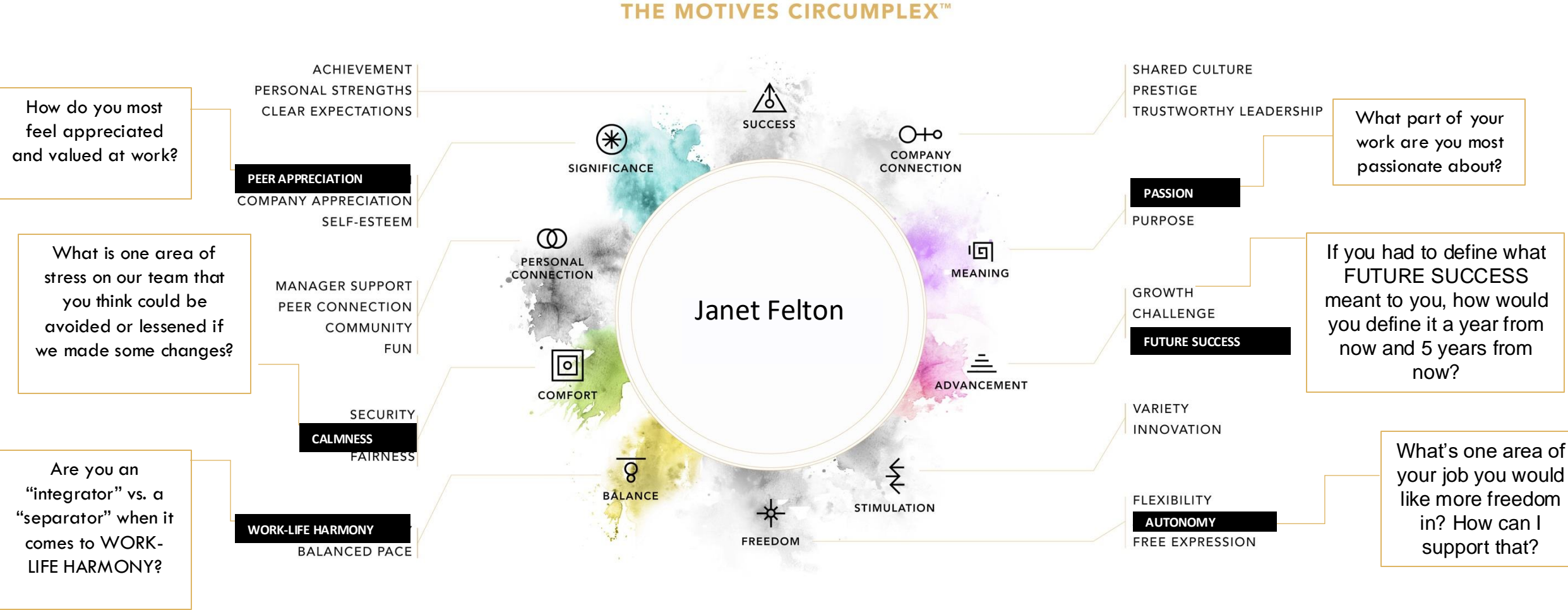
- Have 1:1 conversations with each employee about their motives and ask meaningful motive questions.
- Cultivate psychological safety and trust to make honest motive conversations the norm in your culture.



When it comes to psychological safety, there is nothing more powerful than asking good questions.”

– Amy Edmundson

Ask Better Questions, Get More Insightful Answers





20,000 one-on-one conversations with employees



4 COMMUNICATE



Create the space for motive conversations in one-on-ones and team or group conversations.

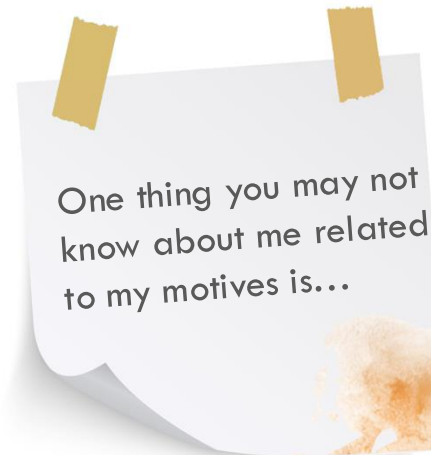
- Have 1:1 conversations with each employee about their motives and ask meaningful motive questions.
- Cultivate psychological safety and trust to make honest motive conversations the norm in your culture.
- Give team members the opportunity to craft their motive stories and share them.

Connecting Through Motive Stories

“ We are all storytellers. There isn't a stronger connection between people than storytelling.” – Jimmy Neil Smith

» Research proves storytelling is linked with greater mental health and well-being benefits.

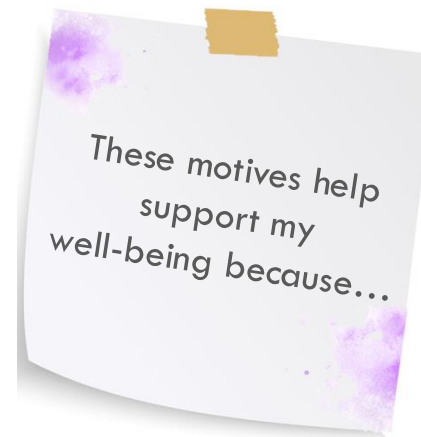
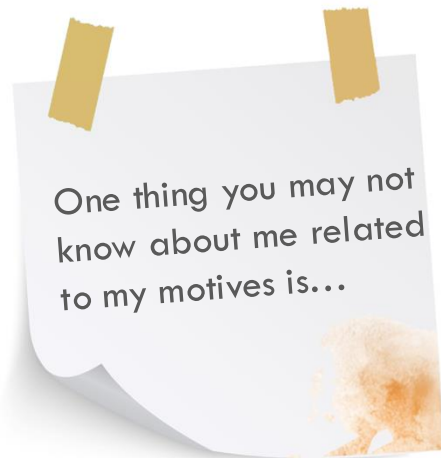
» We bond and connect as our “human selves” not just our work selves through sharing our histories and why these needs are important for our well-being.



Connecting Through Motive Stories



Won't remember everyone's motives! But will remember key insights, ways to supports, and new perspective through their motive story.





5 MEET MOTIVES

✓ Develop your well-being action plan to meet motives.

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Meeting Motives Means Many Things



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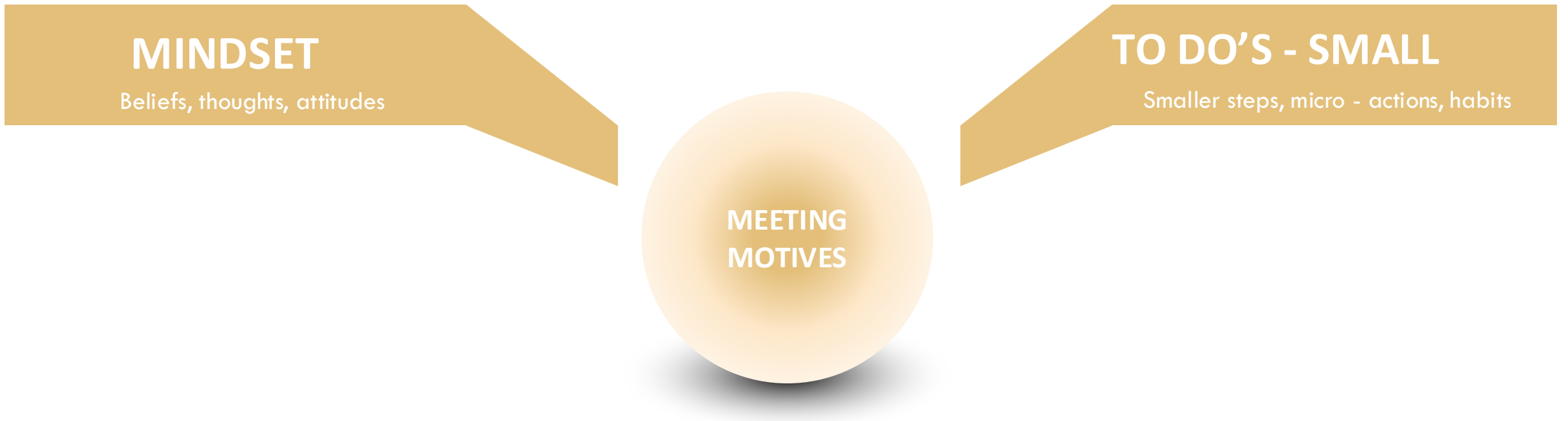
MINDSET

Beliefs, thoughts, attitudes

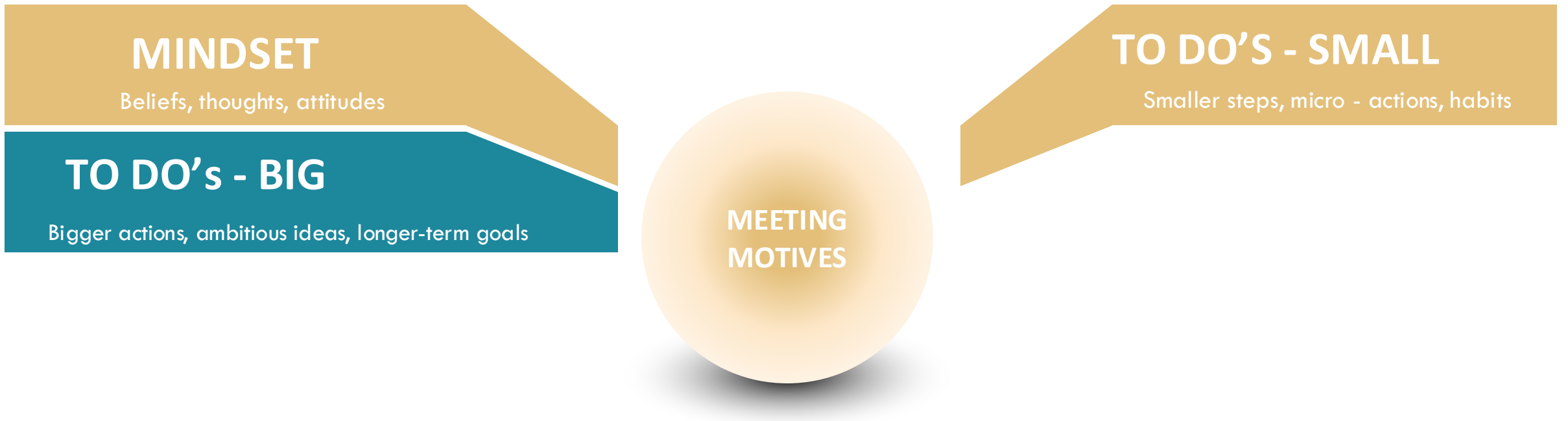


MEETING
MOTIVES

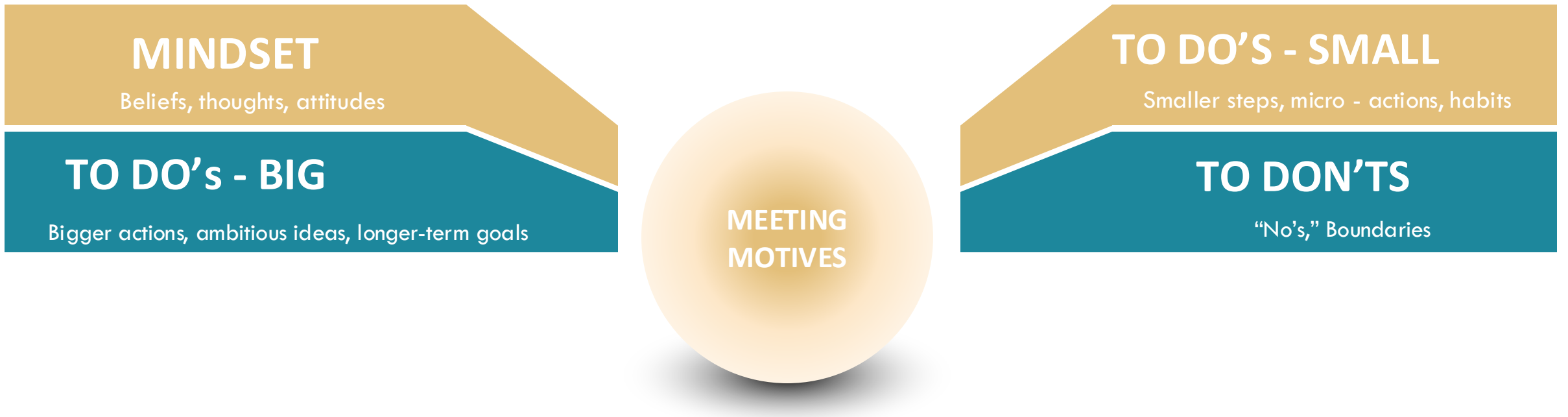
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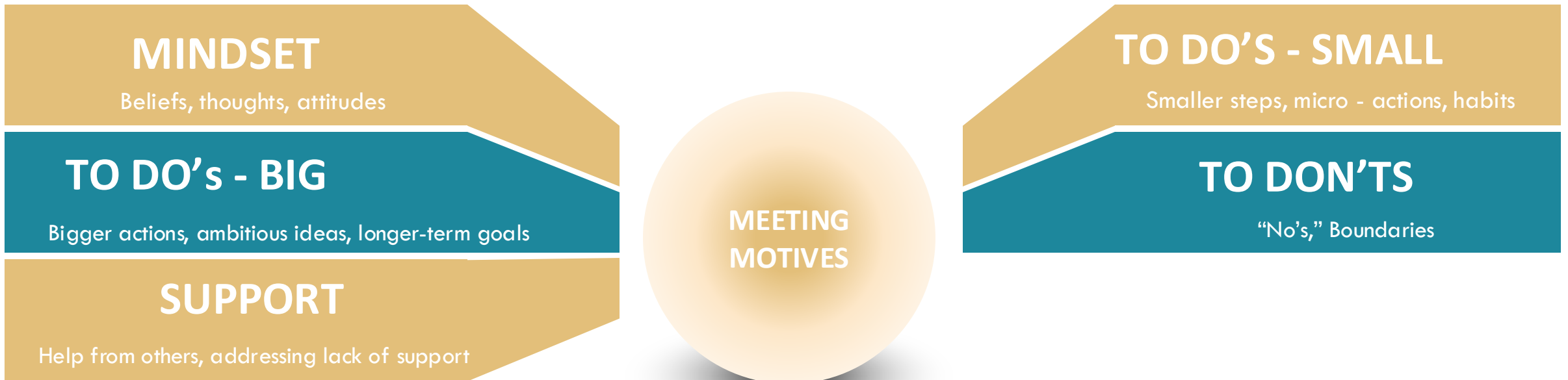
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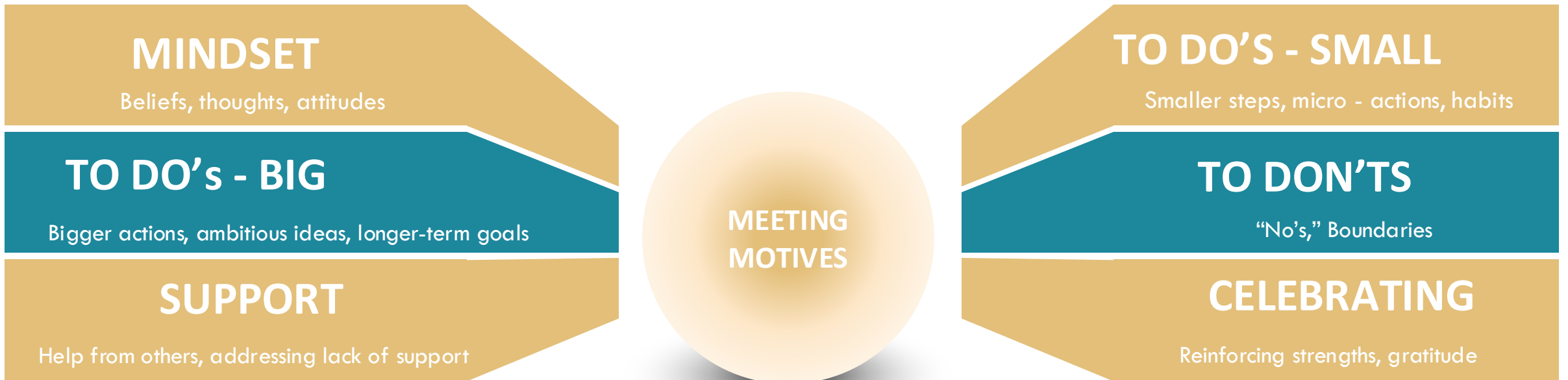
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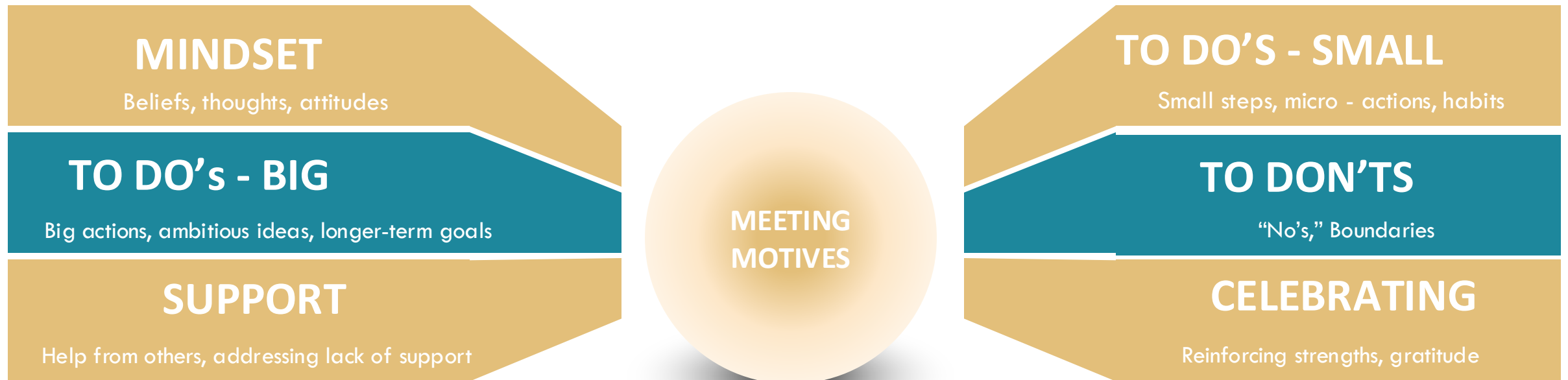


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- Gather input from your employees in conversations and team activities.

Meeting Motives Means Many Things



Gathering Motive Ideas from Employees!

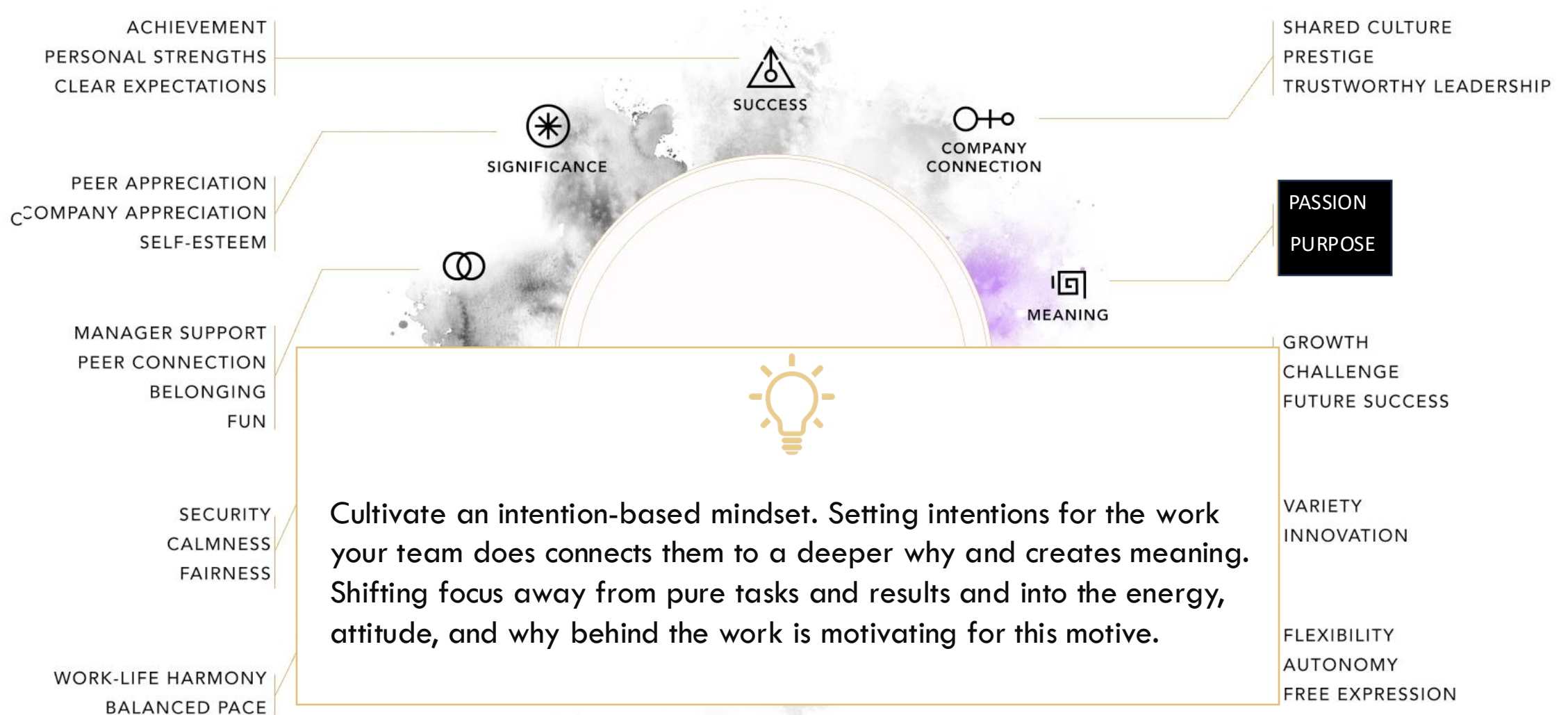
THE MOTIVES CIRCUMPLEX™



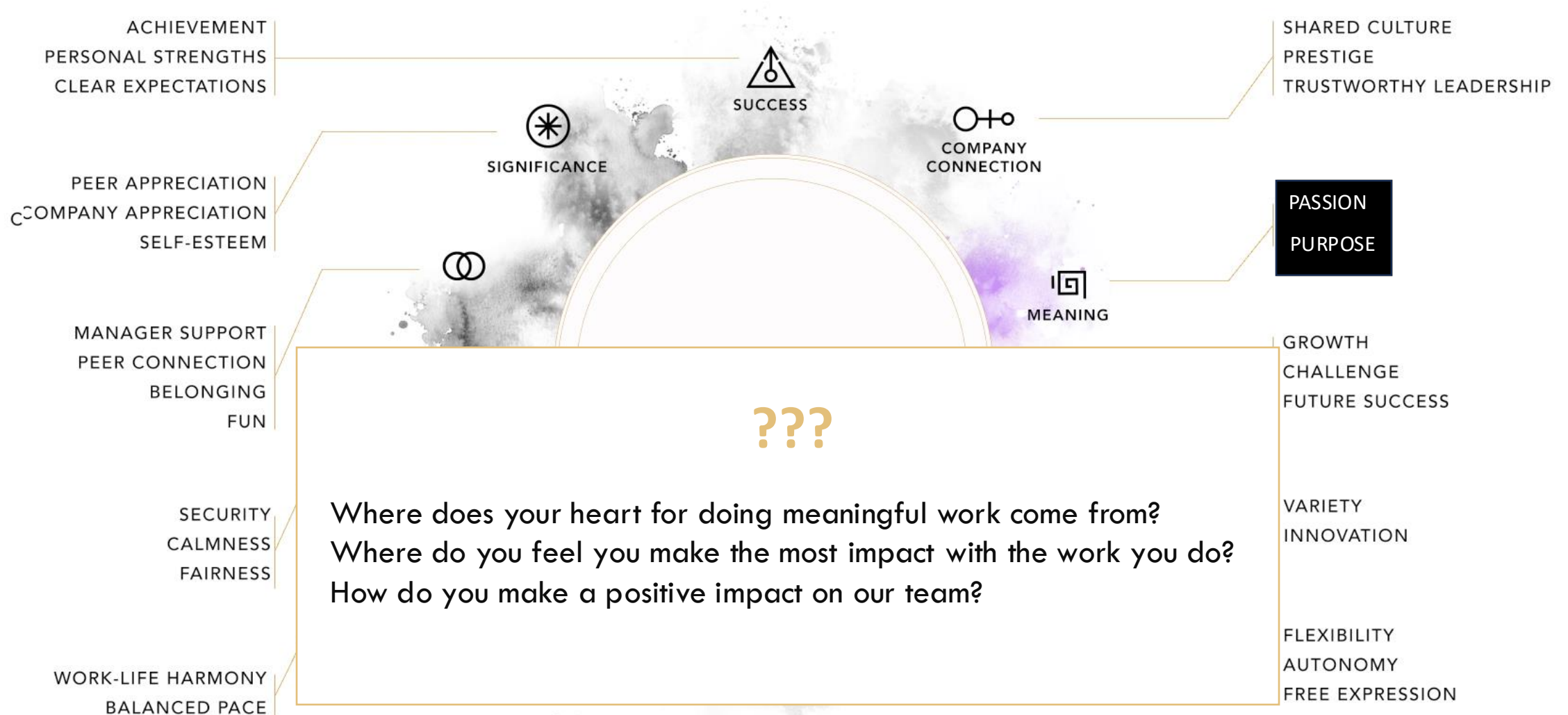
THE MOTIVES CIRCUMPLEX™



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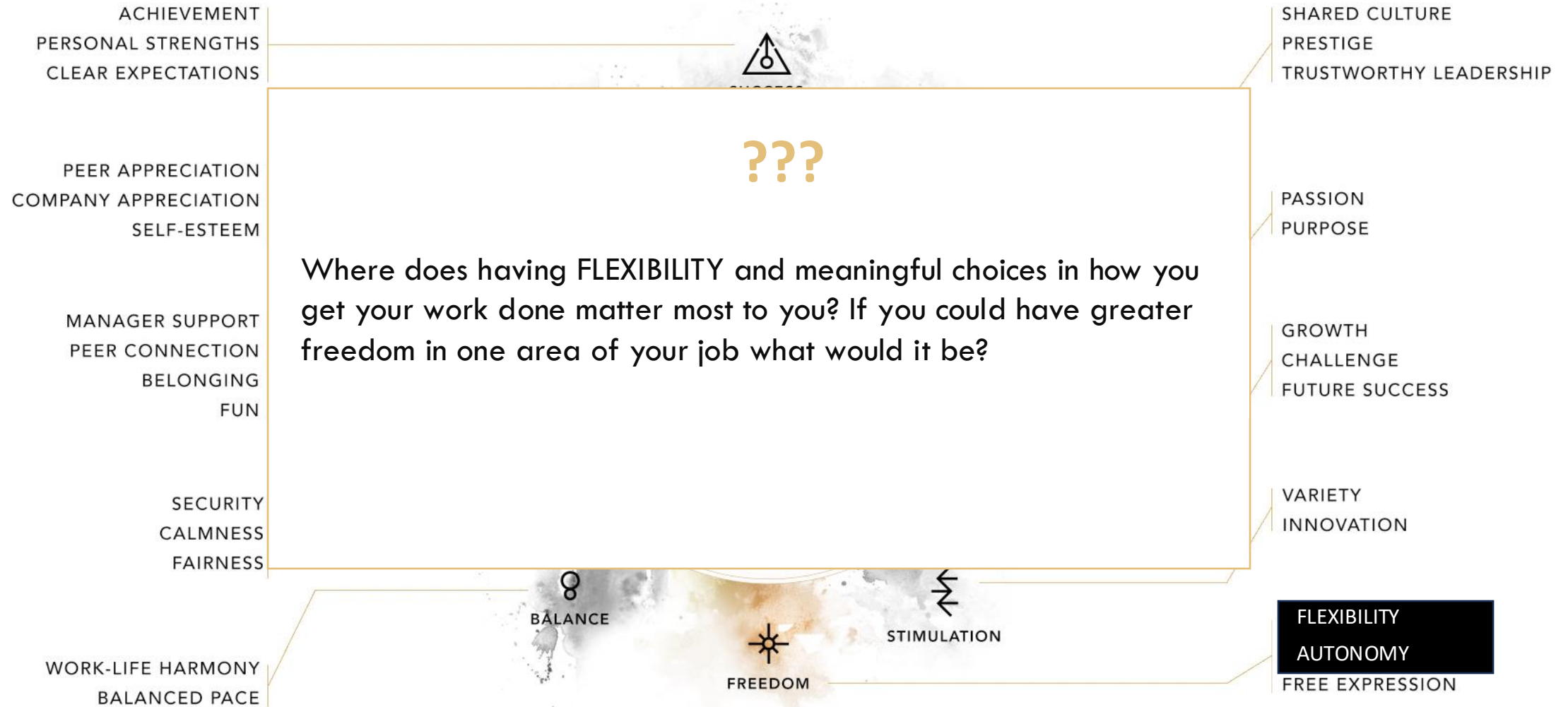
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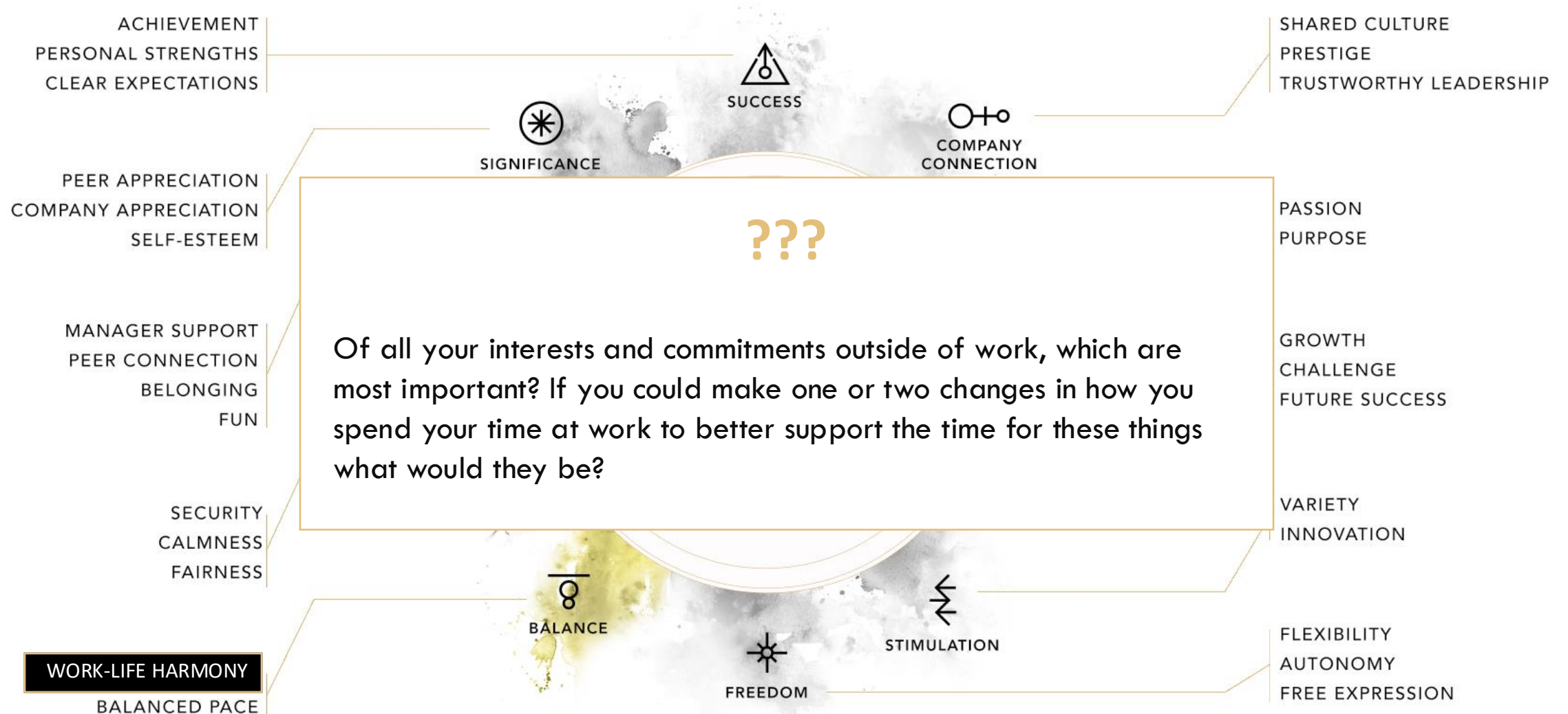
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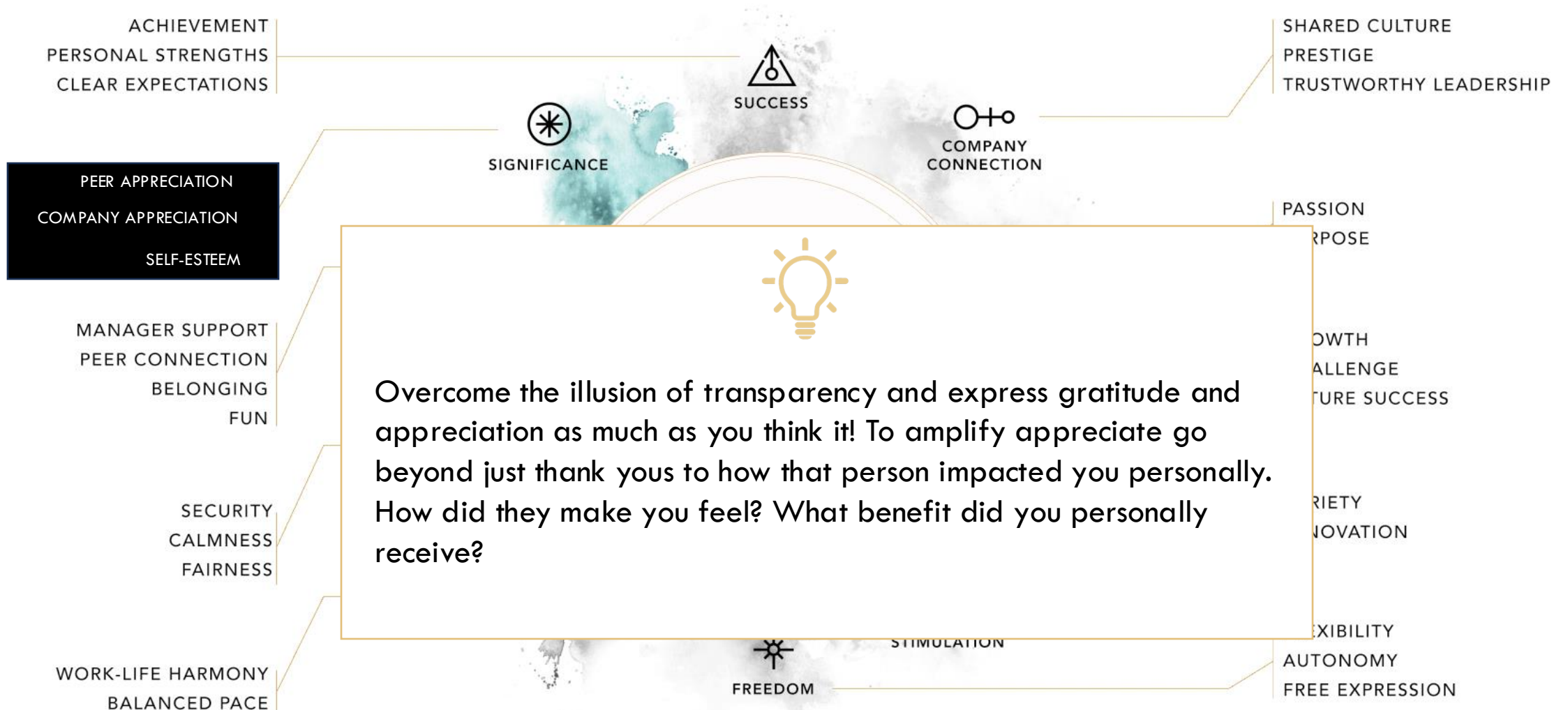
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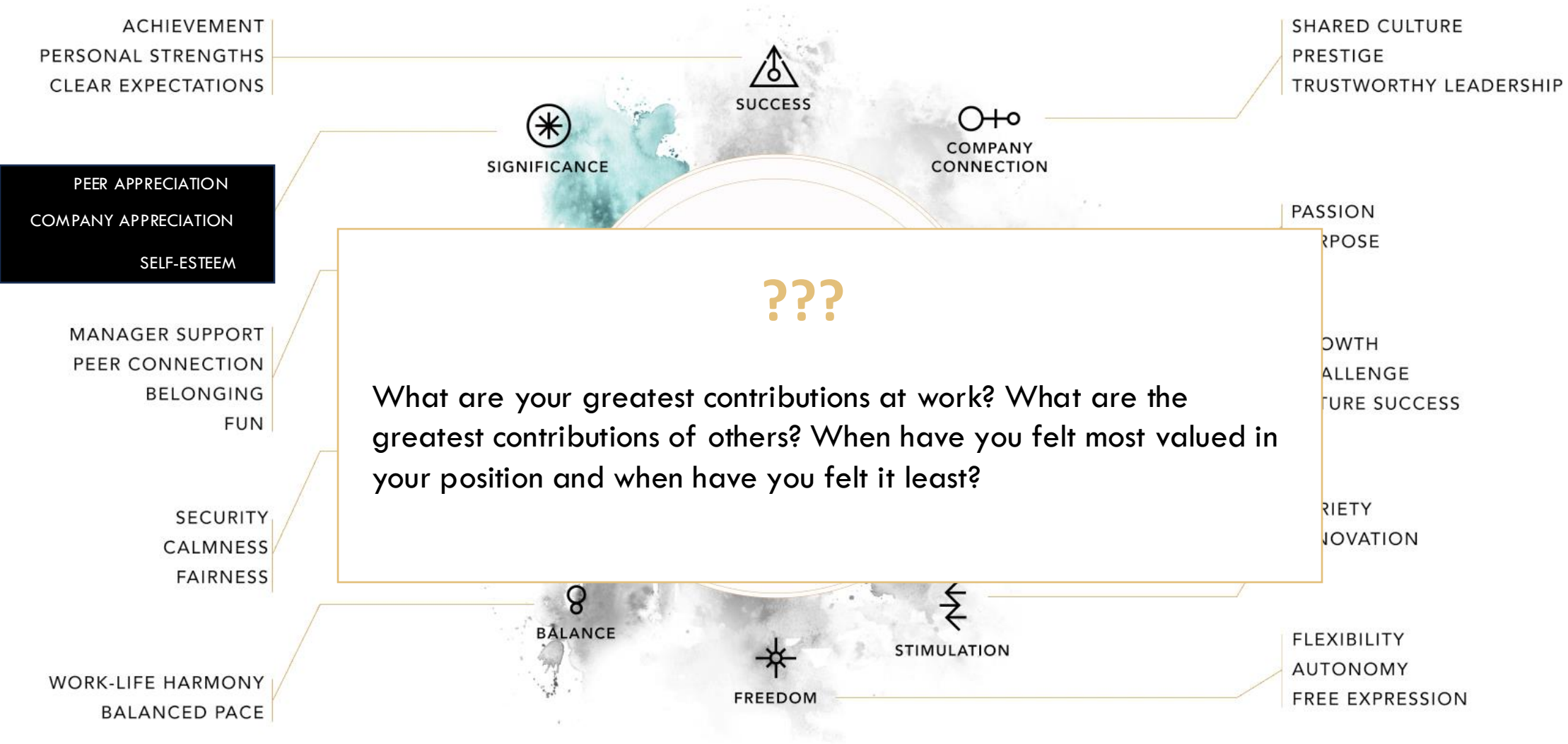
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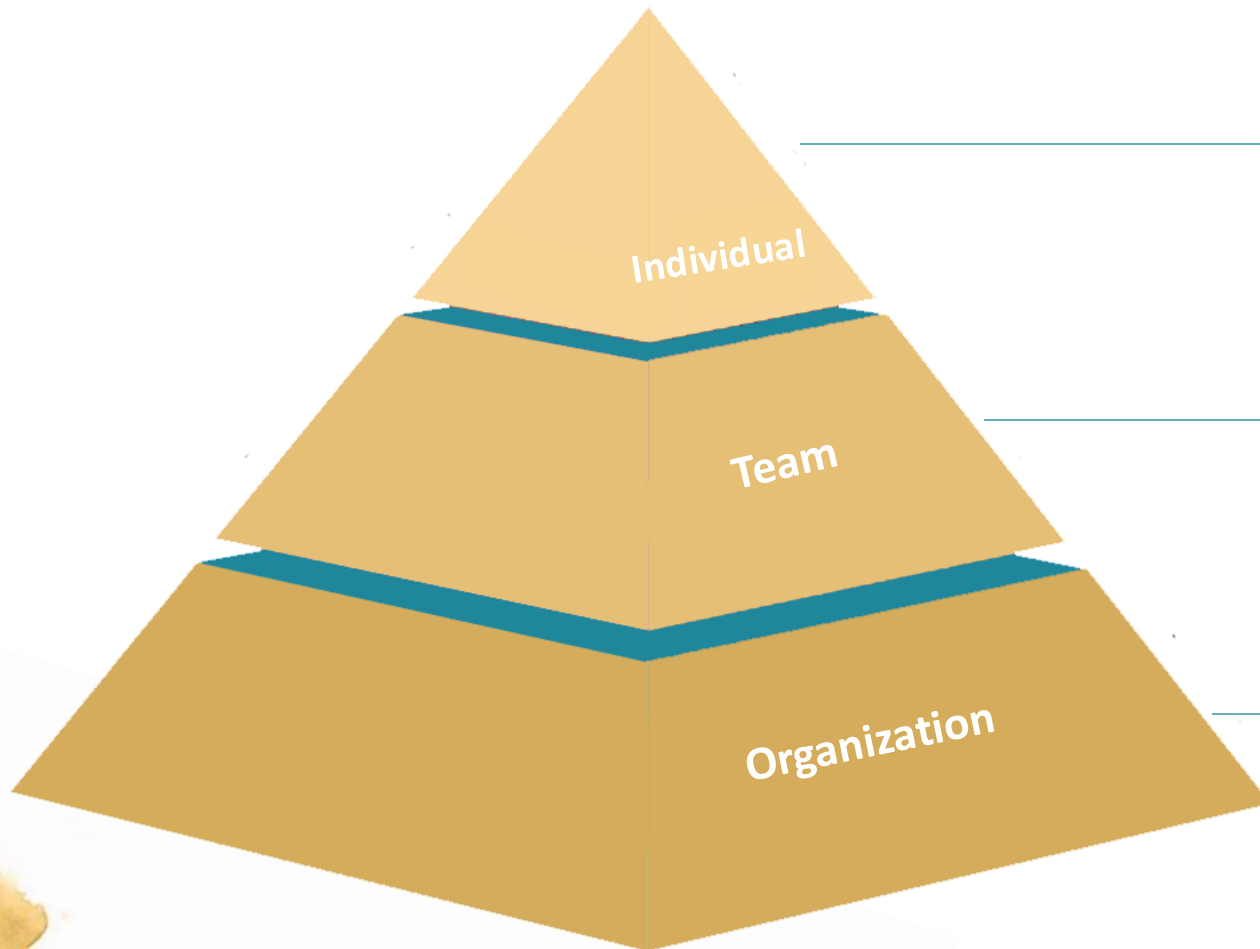


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- Gather input from your employees in conversations and team activities.
- Decide which motives you will focus on and start delegating and sharing your action plan.

A Thriving Culture is When Motives are Honored, Protected, & Strengthened



- Prioritizing and strengthening the most important motives of each individual, taking a personalized approach.
- Creating an environment where team members support one another's motives and celebrate motives strengths and overcoming weaknesses. Leveraging collective motives to provide focus and unified goals.
- Embedding human motives into the broader cultural norms, policies, and practices.

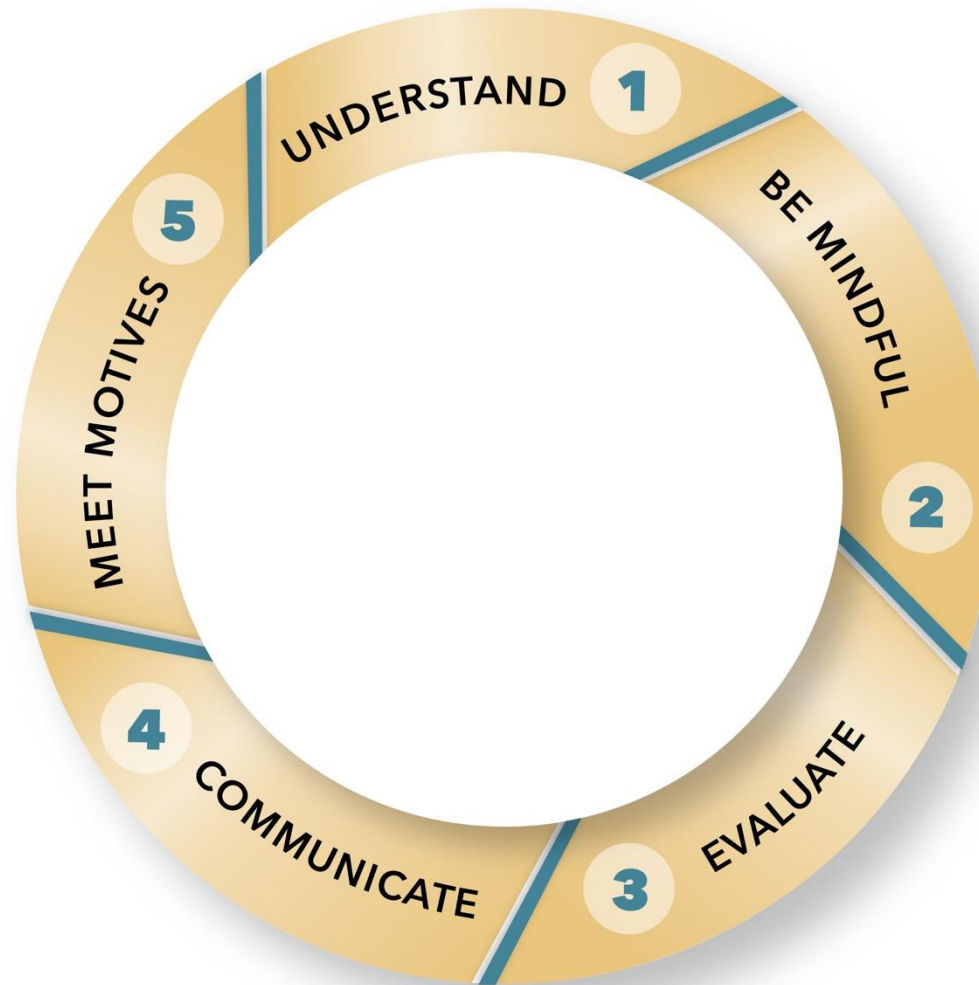
PEOPLE-FIRST ACTION PLAN

MOTIVE	Motive Health	Obstacles	Action Item	Priority	Impact	Difficulty	Timeline	Milestones	Key Stakeholders	Resources

PERSON-CENTERED ACTION PLAN

Employee	Motive	Wins	Obstacles	Priority	Impact	Employee Action	Leader/ Team Support	Next Step	Check-in


WALKING THE WELL-BEING PATHWAY





Committing to Well-Being



- What is it going to cost me, my team, my organization, if I don't prioritize well-being at work?
 - Who on my team or organization can help me champion well-being in the workplace, and how can we partner together to make it happen?
 - One thing I will start doing, and one thing I will stop doing is...
 - What are a few small steps I can take in the next month to elevate motives at work?
- 

THANK YOU!

Q&A



Connect with me!



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motivesmet.com