

## Words About Wellness



### Motivation and Productivity Within the Workplace

By: **Danielle Baker**  
Assistant to the Chair

Are employees losing motivation? Is there a decrease in productivity? Research states there are:

- 70% of workers who are not engaged<sup>1</sup>
- Approximately 75% of people quit their bosses, not their jobs<sup>2</sup>
- Highly engaged employees receive more feedback than low engaged employees<sup>1</sup>



How can employees increase motivation and productivity in the workplace? There are numerous strategies/tips, but these are just a few:

- **Advocate for yourself**
  - Speak up and share what you need in order to do your job
  - Let your employer know what motivates you or make suggestions on how to improve your work environment to increase productivity
- **Take breaks**
  - 15 min breaks throughout the day can help you recharge and increase productivity<sup>1</sup>
- **Be open to negative feedback**
  - Knowing your weaknesses and strengths can help you grow, especially when you put forth effort to improve
- **Seek personal and professional growth: In the words of John F. Kennedy, "conformity is the jailer of freedom and the enemy of growth"**
  - If you are spending a significant portion of your week at work, it may benefit you to find ways to grow personally and professionally at work to help increase job satisfaction and productivity.

*Continued on next page...*

## Words About Wellness (Continued)

... continued from previous page

- There are three components that make up personal growth: Autonomy, Mastery, and Purpose<sup>3</sup>:
  - **Autonomy:**
    - It's important not to be micromanaged; feeling like you can make tough decisions on your own can be rewarding and demonstrates trust between you and your employer or colleagues
    - It can increase creativity
    - Even working from home a few days a week increases productivity and efficiency
  - **Mastery:**
    - Employees should always strive to improve. Avoid complacency – when tasks become boring, motivation plummets!
    - Figure out what challenges you and what you desire to learn
    - Even if learning something new feels uncomfortable, you should stick with it until you master it
    - Never stop learning and growing
  - **Purpose:**
    - Knowing your role, knowing how important your role is, and receiving appreciation/recognition can help you understand your purpose and increase engagement
- **The bottom line:** Find out what it is that can help you become more engaged and dedicated to your work, and never stop advocating for yourself.

### References:

Gallup: <https://www.gallup.com/workplace/238103/improve-productivity-hire-better-managers.aspx>

The Muse: <https://www.themuse.com/advice/10-shocking-stats-about-employee-engagement>

Mindtools: <https://www.mindtools.com/pages/article/autonomy-mastery-purpose.htm>

wellness