

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 engaged¹
- Approximately 75% of people quit their bosses, not their jobs²
- Highly engaged employees receive more feedback than low engaged employees¹



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 productivity¹
- **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.

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- There are three components that make up personal growth: Autonomy, Mastery, and Purpose³:
 - **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>

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