

Employee Engagement

The Biggest Motivator: Making Progress Toward Goals

Harvard researchers analyzed what made employees happy – and therefore more engaged and productive. For managers this means your best opportunities for motivating your people occur in something you're already doing on a regular basis: Holding people accountable for their goals. Learn a three-part model for getting it done.

Four Triggers of Employee Disengagement

A landmark study on attachment theory gives insight into what it takes to build a loyal, motivated team (and what pitfalls to avoid). Learn why managers who create a sense of safety and belonging have more productive teams and much higher retention of key employees.

Tapping into Discretionary Effort

Research from Gallup and E3Solutions shows that only a fraction of workers volunteer their discretionary effort. That is, difference between what the employee is capable of, and what they're willing to do to merely "get by." Learn three key areas where you can make a difference and maximize discretionary effort.

Avoiding the "Transaction Trap": When Do Financial Incentives Work -- and When Can They Backfire?

A study from the University of Chicago uncovered two factors that incentivize people, "market interactions" and "social interactions". This program reveals when to effectively apply each type to keep employees motivated and engaged.

Employee Motivation: The Surprising Power of 'Line of Sight'

A University of North Carolina study shows the power of creating lines of sight between employees and the people who benefit from their work. Line of sight gives the work a sense of meaning, which is a key factor in motivation.



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