

Building an Effective Workplace

Effective teams are critical to success. Anything that diminishes individuals' interest in functioning as a team hurts the whole team.

What are the Benefits of Energized People?

If people feel energized by their work, then they are:

1. Focused
2. Proud
3. Innovative
4. Connected, and
5. Resilient



Understanding basic workplace needs helps build effective teams
(Photo sme-blog)

How Do We Energize People?

Energize people by

1. Knowing what matters most to them
2. Helping them pursue possibilities
3. Looking for ways to partner to promote the work

What Do People Need and What Happens If Needs Are Not Met?

People have 5 driving needs in the workplace (although people may vary as to the relative importance of each). For each need, people respond in fairly standard ways if they feel a need is not met. (See Table)

Work Place Desire or Need	Trigger: Consequences of Perception of Need Not Being Met	Response to Perception of Need Not Being Met
To Belong	Feel they are not heard	Cliques, gossip, complaining
Feel Secure	Feel Intimidated	Shift blame and micro-manage
Freedom	Feel they are micro-managed	Bend rules, be a maverick
Significance	Feel discounted	Criticize, take credit from others
Meaning	Feel unjustly treated	Cynical, check-out

If we understand the cause of our behavior, we can better respond.

Resource: Brady Wilson, 2015. *Beyond Engagement: A Brain-Based Approach That Blends the Engagement Managers Want with the Energy Employees Need*