

Employee Engagement

When a Human Being Shows Up Instead

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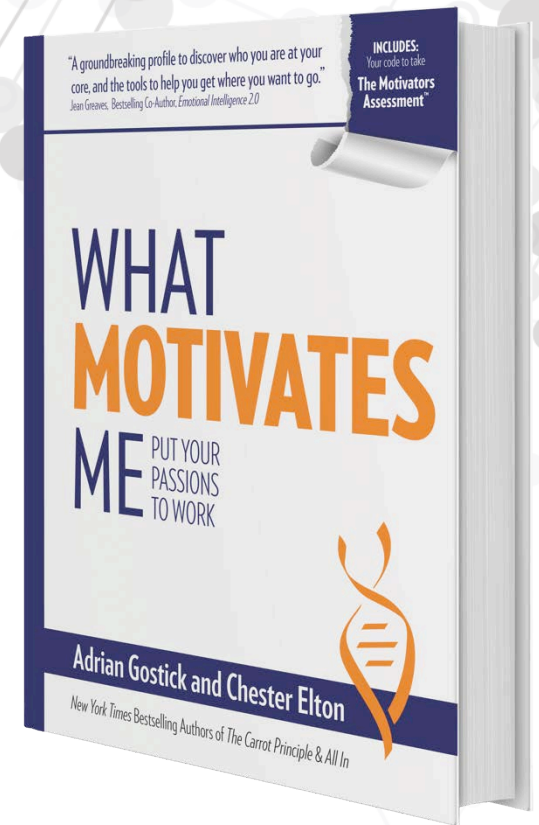
Agenda

- Overview of What Motivates Me™ Training
- Employee Engagement and Meetings
- Some Additional Ideas for Employee Engagement
- Discussion

WHAT MOTIVATES

ME™

Engagement Training



The Dilemma

- 90% of senior leaders recognize the **value** of employee engagement
- 79% consider it to be a **key driver** of performance
- Only 24% believe their employees are **engaged**



Source: Towers Watson
Global Workforce Study 2014
32,000 people in 26 markets

Terms

- **Motivation (n)**

The level of energy, creativity and commitment we bring to our jobs

- **Engagement (n)**

The level of energy, creativity and commitment we bring to our jobs

Global Crisis

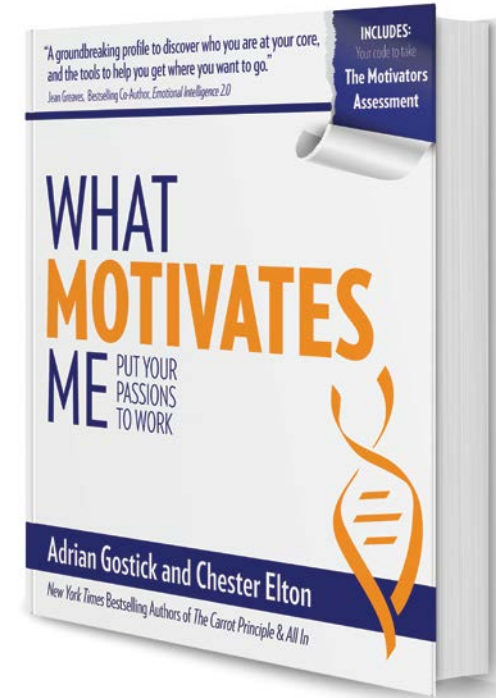
- **Conference Board:** More than half of all US workers are unhappy in their jobs—an all-time low
- **Gallup:** 87 percent of world's workers are not engaged or are actively disengaged

Out of Alignment

“People whose work is out of alignment are much more likely to be depressed, anxious, and have damaged relationships in their personal lives.”

Tom Rath, Gallup

How engaged are you?



3 Ways to Help Unlock Employee Engagement

3 WAYS TO UNLOCK ENGAGEMENT

1. Understand Individual Motivators



3. Praise Effort, Reward Results



2. Develop Your People



3 WAYS TO UNLOCK ENGAGEMENT

1. Understand Individual Motivators



The Motivators Assessment


Your Motivators



STRONG		
1.	VARIETY	For those highly motivated by variety, routines are deadly; in fact, they can drive them batty. They like to change responsibilities frequently to keep things interesting. Trying new work tasks, being given new assignments, or working on a cross-functional team can give them a terrific charge.
2.	IMPACT	Those who are highly impact-driven want to know they are doing work that is important. They often feel a sense of destiny, that they are supposed to do something that will create positive change in the world, and they are usually willing to lead out and can become frustrated if they don't see the positive outcome of their efforts.
3.	LEARNING	Those for whom this is a major driver thrive on trying new things and growing. For some, the pursuit of knowledge is its own goal, while for others the emphasis is on making themselves better at what they do. The stimulation of making new discoveries and seeking out new information outweighs any hesitation to be seen as a bit dorky.
4.	SERVICE	Those driven to serve tend to believe it's a moral obligation to help those around them. That means they put the spotlight on others' needs, and helping others takes precedence over helping oneself. Don't expect them to blow their own horn. They take great satisfaction from being willing to sacrifice of themselves, giving their time and talents to others.
5.	EXCELLING	This motivator leads people to crave the feeling of successfully completing a task, especially when the bar is set high. They want to feel they're doing the highest quality work and are meeting or exceeding expectations. They want to get things done on time and will do pretty much whatever it takes to do so.
6.	FAMILY	People motivated by family want their loved ones to be proud of them and to know they'll always be there for them. They try to make family a high priority, which means balancing home and work time. Their greatest goal is to leave a legacy of love.
7.	PROBLEM SOLVING	When this is a leading motivator, people tend to get a great deal of satisfaction from finding solutions, especially in a crisis, and from resolving conflicts. They also enjoy helping others to come up with ways to solve their own problems—digging in to come up with a realistic plan. They relish the mental exercise of looking at challenges from multiple angles; and trite

MODERATE		NEUTRAL		
8. Challenge	12. Pressure	15. Excitement	18. Recognition	21. Developing Others
9. Creativity	13. Empathy	16. Purpose	19. Prestige	22. Fun
10. Ownership	14. Teamwork	17. Social Responsibility	20. Friendship	23. Money
11. Autonomy				

Data Set



**>850,000
working
adults**

23 Motivators



1. Autonomy
2. Challenge
3. Creativity
4. Developing Others
5. Empathy
6. Excelling
7. Excitement
8. Family
9. Friendship
10. Fun
11. Impact
12. Learning
13. Money
14. Ownership
15. Pressure
16. Prestige
17. Problem Solving
18. Purpose
19. Recognition
20. Service
21. Social Responsibility
22. Teamwork
23. Variety

5 Identities



**THE
ACHIEVERS**

- Challenge
- Excelling
- Ownership
- Pressure
- Problem-Solving




**THE
BUILDERS**

- Developing Others
- Friendship
- Purpose
- Service
- Social-Responsibility
- Teamwork



**THE
CAREGIVERS**

- Empathy
- Family
- Fun



**THE
REWARD-
DRIVEN**

- Money
- Prestige
- Recognition



**THE
THINKERS**

- Autonomy
- Creativity
- Excitement
- Impact
- Learning
- Variety