

THE DONALD COOPER CORPORATION

Speaking and coaching internationally on management, marketing and profitability



Management tool #A-23:©

The 'Top 10' things Employees want. How do we rate?

Company Name: _____ My Name: _____ Position: _____

Employee engagement and 'quiet quitting' are huge topics these days. According to a Gallup Report, only 36% of employees in the USA are truly 'engaged'. The number in other 'Western' countries is likely similar. Gallup defines 'engaged' as *'being involved in, enthusiastic about and committed to their work and workplace'*.

According to this same Report, 51% of employees are disengaged in the workplace, while 13% are 'actively disengaged'. Actively disengaged means *'feeling miserable at work and spreading negativity to their colleagues'*. In extreme cases, it can mean actively sabotaging the Team and the business...and I've seen plenty of that in my Biz Coaching work.

Below is my list of the 'Top 10' things that good Team members want. They're not in any specific order because the relative importance of each of these will vary from employee to employee. Using the box beside each item rate your business on a scale of 1 to 10...with 10 being 'excellent'. Then, total your score out of 100 in the box at the bottom.

Note: For each item with a low score, what will be done, by whom, by when, to fix what needs fixing...and who will follow up to make sure it's done? The world is run by those who follow up.

The 'Top 10' things that good employees want:

Score each out of 10:

- 1. Good pay and benefits.
- 2. Stimulating, meaningful work. An opportunity to make a difference within a company that makes a difference.
- 3. Good career development and learning opportunities.
- 4. Flexible work environment, including time off and vacation options that work for my life.
- 5. Good fit with my values and respect for my views.
- 6. Energizing and fun place to work.
- 7. Respect for my abilities, performance recognition and performance bonuses.
- 8. Open, complete & honest communication, including how they're doing as a Team member, how they're Department is doing and how the overall business is doing.
- 9. Capable, fair and honest Management and Leadership. Management that listens.
- 10. A financially successful market leader...or an exciting new start-up.

Total score out of 100.

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