

# MOTIVATING TODAY'S WORKFORCE



## WHAT IS THE EMPLOYEE ENGAGEMENT CRISIS?

71% of employees are not engaged.

only **10%** look forward to going to work every day.

**1 in 5** employees are looking for a new job.

**19%** are satisfied with their job.

**40%** of employees who do not feel meaningfully recognized will not go above their formal responsibilities to get the job done. **85.5%** of employees who feel meaningfully recognized will.

Highly engaged employees are **26%** more productive, and their companies earned **13%** greater total returns for shareholders over a five-year period.

## MORE MONEY ≠ MORE MOTIVATION

\*Free recognition and virtual rewards have become increasingly important in today's workforce over tangible, high-cost rewards.

In 2012, **71%** of employees said the most motivating recognition was non-monetary.

In 2007, **57%** of employees said the most motivating reward cost over \$1K.

**14%** only said their most motivating reward cost over \$1K.

**70%** of workers are more motivated by non-monetary rewards at work.

## WHAT MOTIVATES EMPLOYEES TODAY?

**RECOGNITION**

**83%** said recognition for contributions is more fulfilling than any rewards & gifts.

**TYPE OF RECOGNITION MATTERS**

- 68%** found recognition as an individual over a team was more motivating.
- 88%** found praise from their managers to be most motivating.
- 76%** found praise from their peers to be very or extremely motivating.

**GROWTH**

**76%** said opportunities for growth were the top reason they stayed in an organization.

**In every age demographic, opportunities for growth were more motivating as a reason to stay in an organization over pay increases.**

**FUN**

**90%** find a fun work environment very or extremely motivating.

**80%** value working with people they like.

**81%** of employees in Fortune's 100 Best Companies to Work For said they are working in a "fun" environment.

**79%** of those who quit their jobs cite lack of appreciation as the main reason.

## GAMIFICATION = RECOGNITION, GROWTH & FUN

**INSTANT RECOGNITION FOR...**

- Recognition** - Virtual badges, points, and rewards
- Teamwork** - Group challenges and rewards
- Productivity** - Task completion tracking and rewards
- Employee Support** - Peer-to-peer recognition and rewards

**FUN AND GROWTH**

- Workshops** - Interactive learning experiences
- Achievements** - Milestone celebrations and rewards
- Competition** - Friendly contests and challenges
- Collaboration** - Team-based projects and rewards

"Workplace technology today, such as **gamification**, provides many new opportunities for non-tangible recognition."

— **Cindy Ventrice**  
Author of "Make Their Day! Employee Recognition That Works."

**Gartner predicts over 70% of Global 2000 organizations will have at least one gamified application by 2014.**

# Motivating Todays Workforce

**M Mark**



## **Motivating Todays Workforce:**

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