



Transform Work Culture with our
“Personalized Employee Engagement Solution”
Drive success in 4 Steps



Step 1:

Understand exactly what's needed for well-being and retention

MotivationWorks measures the employee experiences that drive well-being and retention through short assessments based on the world's leading motivational science: Self-Determination Theory.

We then give **everyone** immediate insight into what's needed to maximize both individual and team growth.

9:41

motivationWorks Progress: 3

Respond to each statement below when thinking about your general experience at work over the **past three months**.

My job feels like it fits me

1 2 3 4 5

Strongly Disagree Strongly Agree

People who work here care about each other

1 2 3 4 5

Strongly Disagree Strongly Agree

Remember: All of your answers are anonymous!

Step 2:

Individual support is instantly crafted for each employee, with personalized recommendations proven to empower growth, engagement, and performance

Every employee receives self-directed training customized to their needs

Each employee receives a dashboard with personalized focus areas

An individual report gives detailed insights and empowering recommendations to create a meaningful action plan

The action-plan builder helps employees partner with managers and co-workers in their growth and success

Focus Areas
We've selected a few Focus Areas based on your scores. We recommend working on these areas first to have the biggest positive impact on the quality of your work life.

3.1 External Pressure 0.1 since Q3 2021 [Learn More](#)

Add recommendations below to your Action Plan:

- Talk with your manager about the pressure of punishments
- Focus on growth and effort alongside outcomes

[View more actions](#)

3.0 Autonomy Support [Learn More](#)

Add recommendations below to your Action Plan:

- Talk with your manager about having more input in your work
- Ask about the rationale for your tasks

[View more actions](#)

What's going well:

- 4.0 Mastery Fulfillment**
- 3.9 Relatedness Support**

Here's how to take action on Autonomy...
Your experience of autonomy at work can be suppressed by many factors, such as a lack of choice in how you go about your work, or understanding the reasons/purpose behind your assigned tasks. To improve your autonomy, first clarify what might be affecting it...

- Do you feel like you're just doing what you are told, versus working from a place of interest or personal value in your work?
- Is it hard to see the importance of your work?
- Are you empowered to innovate or create new ways of approaching your work?
- Do you feel you have a choice in how new workflows, tools, or processes are selected and implemented?
- Do you feel frustrated or angry about any specific aspects of your work?

Some specific recommendations based on your scores...

- Inquire about having more choice in how you complete your work
- Talk with your manager about having more input in your work
- Ask about the rationale for your tasks

My Action Plan
Your action plan is a detailed plan of actions designed to support your success. View, modify, or complete your actions below.

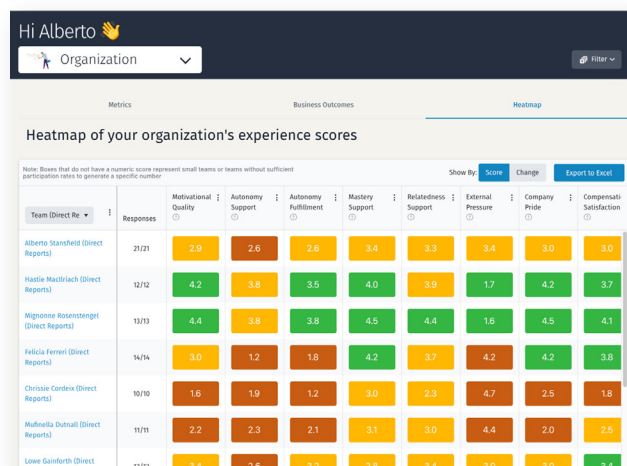
Action	Status	Learn More
Autonomy Fulfillment		Learn More
Inquire about having more choice in how you complete your work	🟢	
Autonomy Support		Learn More
Ask about the rationale for your tasks	🟢	
External Pressure		Learn More
Focus on growth and effort alongside outcomes	🟢	
Mastery Support		Learn More
Talk with your manager about opportunities for growth	🟢	

Step 3:

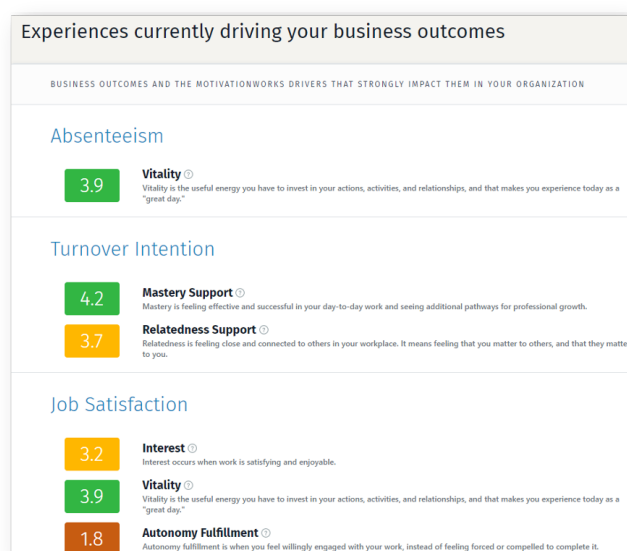
Senior leaders receive immediate insights on engagement and performance across the organization

Data tools enable senior leaders to see progress, identify areas of need, and support employee retention, performance, and engagement across the organization

Heatmaps highlight key trends, segmentation filtering, and identifying areas of need



Driver analysis identifies how specific employee experiences are driving key business outcomes and goals



Step 4:

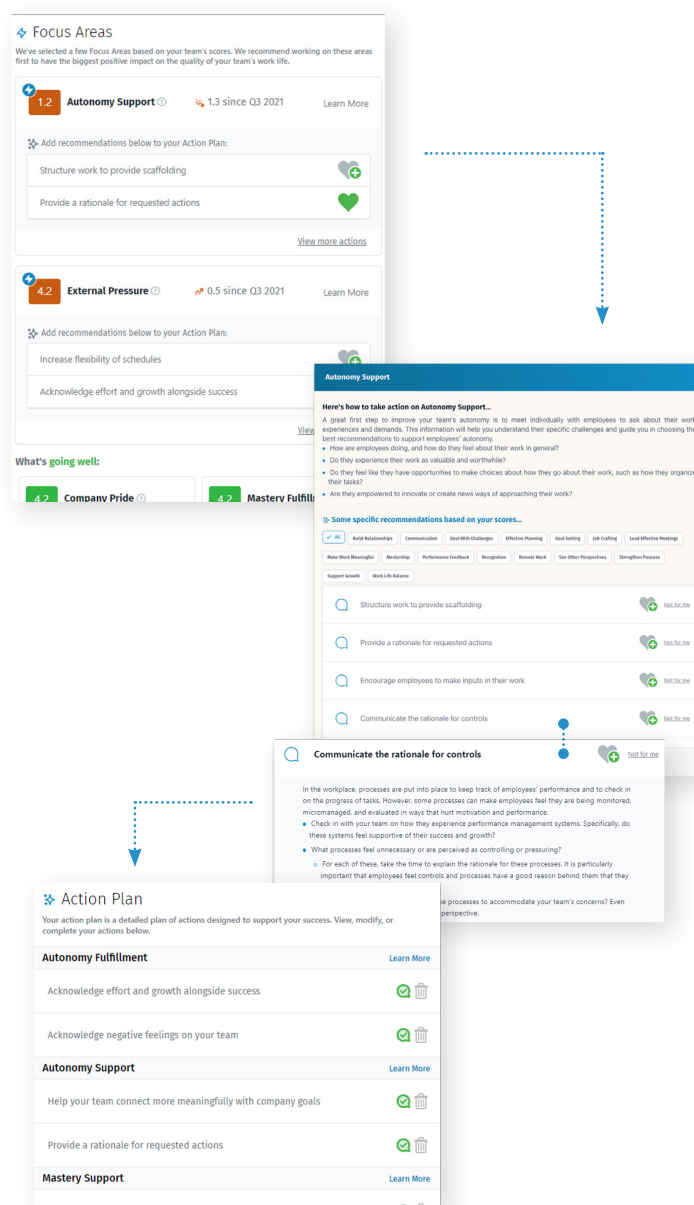
Managers learn about the key experiences on their team, and receive proven steps to support their people's specific needs

Every manager receives self-directed training customized to their team's needs

The manager's dashboard identifies the team's top focus areas

A detailed report gives managers deeper insights and evidence-based actions to support the team

The action-plan builder provides managers with proven, step-by-step actions to increase their team's well-being and success

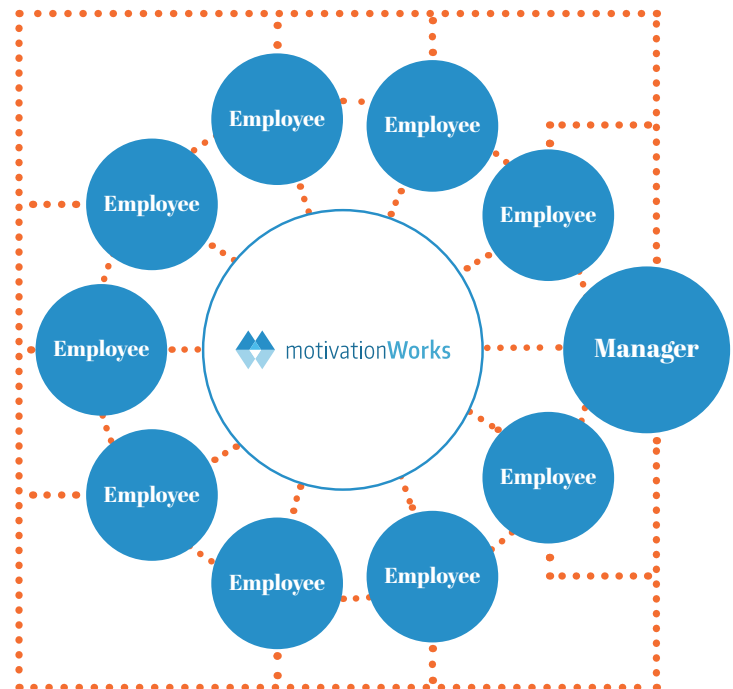


motivationWorks achieves incredible results by empowering everyone as a stakeholder

By including every employee as an equal partner in the engagement process, you're unlocking **10x The Power to Improve Engagement, Performance, and Well-Being**



Current approaches put the engagement burden solely on already overworked managers and don't include employees as partners in engagement.



MotivationWorks includes and empowers every employee with personalized feedback and actions that improve engagement, well-being, and success in a true partnership with their managers and leaders.