

# 5 Ways

to Ensure Your Employees LOVE Their Jobs.

I ♥ MY  
JOB



## Communication.

Management transparency is the #1 contributing factor to employee happiness, but studies have shown only 42% of employees know the vision and values for their company. Include your employees in open conversations about where the company is headed, and they're more likely to stick around.



## Morale.

Offer benefits that appeal to your employees as people, not just workers. For example, a gym membership and competitive employee wellness program (that included all staff members) has been shown to improve employee morale by 71%.



## Motivation.

Extrinsic motivation (paychecks, bonuses, etc.) are great, but intrinsic motivators are shown to improve employee morale, happiness, and longevity with the company. A great place to start is encouraging employees to decorate / arrange their own workspace, or pass around an "office award" for top performers each week.



## Co-Worker Relationships.

These are shown to impact an employee's happiness 23% more than their manager-employee relationships, so make time to schedule team-building activities. Something as simple as a drink together after work can forge stronger, more trusting bonds between employees.

## Recognition.

Employee recognition can be big or small, just be sure you're doing it in the right proportions. Studies show that the most rewarding recognition follows the 20/30/50 principal. 20% of recognition from the business as a whole, 30% from peers, and 50% from supervisors.

