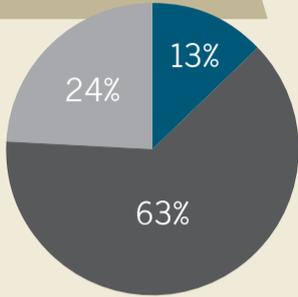


6 WAYS TO CREATE THE CONDITIONS FOR THRIVING EMPLOYEES

HERE'S SOME DATA THAT WILL MAKE YOU WANT **THRIVING EMPLOYEES***

Employee Engagement **



- Engaged in their work
- Hostile
- Indifferent

WHY SHOULD YOU AIM FOR THRIVING EMPLOYEES?

Thriving employees are satisfied, more productive and they are engaged in creating the future, both the company's and their own. **Thriving employees have a bit of an edge, are highly energized and they know how to avoid burnout.**



125%
LESS BURNOUT
(self-reported)



16%
BETTER OVERALL PERFORMANCE
(reported by their managers)



HIRE THE RIGHT PEOPLE

Make sure that you are hiring people that share similar values to your company's. Having a solid culture will help you transmit these values and attract the right people.



INVOLVE YOUR TEAM IN GOAL SETTING AND OTHER DECISIONS

Setting up challenging and interesting goals will empower your workers. But don't forget to give them the tools to achieve those goals!



SHARE INFORMATION

Some call it the tyranny of transparency, but you don't need to share your accounting books to everybody. Just try to be transparent on how the company is progressing, making each person part of a bigger picture. Make sure each person understands how important their role is in the company, give them autonomy, trust and you will be surprised!



AVOID TOXIC WORKERS, OR CHANGE THEM

There are people who turn toxic given the wrong conditions in their personal and professional lives. Figure out why that person has adopted a poisonous attitude and try to turn that situation around.



OFFER PERFORMANCE FEEDBACK

Transparency also applies to defining clear performance outcomes and rewards.



OFFER OPPORTUNITIES

Make sure your employees have the tools and training they need to stay motivated.



32%
MORE COMMITTED TO THE ORGANIZATION



46%
MORE SATISFIED WITH THEIR JOBS



53%
MORE LIKELY TO EXPERIENCE CAREER PROGRESSION

NEED HELP DEVELOPING YOUR TEAM?

CONTACT US info@managing-virtual-teams **VISIT OUR PAGE** www.managing-virtual-teams.com



Sources:
*Data provided by Gretcher Spreitzer and Christine Porath in their article "Creating Sustainable Performance", Harvard Business Review (Jan-Feb, 2012)
**Gallup 2013 State of the Global Workplace.

