

# What people want from work!



## Top Ten Ideas

Every person has different reasons and motivation for working. Apart from the obvious motivation of money, the choice of where we work and what we do there impacts our morale, the quality of our lives, our aspirations of career success and personal fulfilment. Here are some ideas of what your people might want from work.

### 1. **Work is about the money!**

Some people work for love, others for personal fulfilment and the feeling they are contributing to something bigger. Whatever the personal reasons for working, the bottom-line is that almost everyone works for the money. Fair benefits and pay are the foundation of a successful company that attracts and retains dedicated staff. Ensure you are within the going “market-rate” to ensure you have the best people.

### 2. **To belong!**

People want to feel like they belong in their team and in their workplace. Whilst not all of us want to be best friends with our colleagues we all do want to get along and fit-in with the team.

### 3. **The opportunity for growth and development.**

Are you providing career promotion and training opportunities which focus on business and personal development? Training was once considered a luxury or a reward for employees; these days it is standard practice and if you want to attract, and keep, the best people you will need to show them you have a career path and training plan for them.

### 4. **Acknowledgement.**

Voltaire said; “Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.” No-one wants a thankless job; a simple “thank you”, or “well done” can motivate and keep your people hanging around longer!

### 5. **Control of their work.**

Most people want to be part of a team but still retain some individuality. Set your people free and you will be amazed at their creativity and sense of excitement for their work.

## **6. Stability.**

People value stability in their workplace, especially during the global financial crisis. In a recent survey 22% of Australian employees nominated security and stability as their number one priority.

## **7. To feel a part of something bigger.**

Small and large companies should involve their people in how the business is faring. You don't have to give away corporate secrets but if you make clear the business' goals you will get much more buy-in and enthusiasm from your people. If they don't know where the business is going then how are they supposed to get it there?

## **8. Feedback!**

Your people want regular scheduled, and unscheduled, constructive feedback that contains praise and direction in areas where they need improvement. Feedback, or appraisals, one-on-ones etc should become part of your team calendar. Do not wait for a yearly performance appraisal; these are outdated and do not have the same impact as "praising it when you see it."

## **9. To have fun!**

Whilst we all know work is a serious business sometimes we just want to have some fun! We spend so much time at work we have to loosen up from time to time. Add an element of fun and the unexpected every now and then. You will reap the benefit of motivated people who are engaged with their team and their work.....better for everyone!

## **10. A great Leader!**

Trust and respect in their leader is a main ingredient of what people want at work. They want someone who is fair, challenges them to be better, is consistent and can show empathy. A 2009 survey found that 45% of respondents lacked trust in their senior management and were looking to move jobs. Earn their respect, don't demand it!

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