

WAYS TO BOOST EMPLOYEE WORK AND PERFORMANCE

NSLDHH CONFERENCE, TEXAS
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Deb Skjeveland,
Director of Student Life, MSSD

TOP 10 COMPANIES WITH HIGH MORALE

1. GOOGLE
2. BAIN AND COMPANY
3. NESTLE PURINA PETCARE
4. F5 NETWORKS
5. BOSTON CONSULTING GROUP
6. CHEVRON
7. H-E-B
8. IN-N-OUT BURGER
9. MCKINSEY AND COMPANY
10. MAYO CLINIC



TRAITS OF COMPANIES WITH HIGH MORALE

1. WORK/LIFE BALANCE
2. PROFESSIONAL DEVELOPMENT
3. FREE SNACKS
4. GREAT PAY RATES
5. CALM AND COMFORTABLE ATMOSPHERE
6. FRIENDLY CO-WORKERS
7. ABILITY TO MOVE UP
8. SUPPORTIVE AND FUN COMPANY CULTURE
9. TRANSPARENCY
10. ENCOURAGE STRENGTHS



BOTTOM 10 COMPANIES WITH LOW MORALE

1. BOOKS A MILLION
2. EXPRESS SCRIPTS
3. FRONTIER COMMUNICATIONS
4. JOS A. BANK
5. BROOKDALE SENIOR LIVING
6. DILLARD'S
7. ADT
8. HH GREGG
9. FAMILY DOLLAR STORES
10. CHILDREN'S PLACE



TRAITS OF COMPANIES WITH LOW MORALE

1. PUSHY SALES
2. LOW PAY
3. HIGH STRESS
4. INCONSISTENT SCHEDULES
5. CHAOTIC MANAGEMENT
6. PART TIME JOBS (AVOID BENEFITS)
7. HIGH TURNOVERS
8. HEAVY FOCUS ON PROFITS
9. DISLIKE CEO
10. LOW WORK/LIFE BALANCE



5 TOP BEST BOOSTERS



5. POSITIVE WORDS

“You deserve it!”

“I couldn’t have done it without you!”

“You made a difference today!”

“I love the way you approached the student.”

“What you did outside with the difficult student was beautiful!”

“I liked the way you handled the situation with the nurse.”

Share positive words via the following ways:

- Cover a wall in your office with butcher paper or flip chart pages - provide markers and encourage questions, graffiti and stories

-In person

-Write a note and leave on desk or in staff's mailbox



4. RECOGNITION

1. Visit dorm staff at their primary areas
2. Email his/her supervisor or the Superintendent with staff's accomplishment
3. If can deliver message in person instead of e-mail, DO IT!
4. Recognize your staff's strength and empower the staff with a project utilizing his/her strength (example: 28 ways)
5. Mention staff's name and accomplishment at staff meeting
6. Print email with documentation of accomplishment and put in employee's folder
7. Have your school's mascot and pass it around when you do something GREAT.
Keep the mascot on your desk until it is passed on to next person.



3. WARM AND FUN ATMOSPHERE

1. Use ideas from Random Acts of Kindness and Pinterest
2. Often employer do not realize the impact of the staff breakroom
3. Address employees who have negative energy
4. End of Year Picnic
5. Have your staff fill out a form – with their favorite color, candy, drink, flower, magazine or sports team. This will help when you want to do small surprises.
6. SMILE – you can't go wrong with it
7. Ask a trivia question before every staff meeting and give a prize to the person who answers the question correctly



2. TRANSPARENCY

1. Be transparent with information as much as possible
2. Involve staff in decision making
3. FOLLOW THROUGH
4. Schedule one on one meetings
5. Hold group meetings to address any concerns or issues (It is important for them to have the right information instead of assumed information)



1. SHOW YOU CARE

1. Take the time to listen and talk
2. Recognize birthdays and milestones
3. Let them know they are appreciated by leaving surprise notes on their desk
4. Be involved
5. The #1 reason most Americans leave their jobs is that they do not feel appreciated
6. Do you know your staff? Everyone has a story.
7. Provide professional development opportunities



IDEAS FROM PINTEREST



it's
FRIDAY
FRIDAY
FRIDAY
FRIDAY



ONE MORE...

WHAT DO EMPLOYEES WANT? PRAISE, PRAISE AND MORE PRAISE

Bob Nelson, president of Nelson Motivation Inc. in San Diego and author of *Please Don't Just Do What I Tell You! Do What Needs to Be Done, 1001 Ways to Reward Employees*, surveyed 1,500 workers on what they want from their employers. Here are their responses:

1. Learning activities
2. Flexible working hours
3. Verbal praise
4. Authority over their work
5. Increased autonomy
6. Time with their managers (to have their questions answered, to discuss ideas and possibilities and just to have their opinions heard).
7. More time off
8. Public praise
9. Choice of assignments
10. Written praise

SIMPLE EQUATION



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NSLDHH'S FAVORITE MORALE BOOSTER??

**SHARE
AWAY!!!**



“

We think too much and feel too little.
More than machinery, we need
humanity. More than cleverness, we
need kindness and gentleness.”

—Charlie Chaplin (1889-1977)
Comedic Actor, Filmmaker, Writer

