

Sujet n°3

Top Ideas About What Employees Want From Their Workplace

You Can Create a Workplace That Motivates Employees to Do Their Best

Most people work to earn a living, but there may be other reasons people work, especially for those who love their jobs. Their companies likely have engaging and productive workplaces that challenge and motivate them to do their best.

A great work environment can boost employee morale, encourage motivation, and enhance employees' quality of life. Employers should offer fair compensation and benefits. Also, employees should be given feedback, an occasional thank you, and the opportunity to assist co-workers in a team environment.

Respect is essential in any relationship and is a requirement when dealing with management and staff. Ask anyone in your workplace what treatment they most want at work and they likely will say it is the desire to be treated with dignity and respect. You can demonstrate respect with simple, yet powerful actions.

Feedback is an important communication tool in a healthy work environment. It helps the company by improving processes and shows employees that you care about their career. If phrased correctly, regular feedback can be a useful tool for helping employees and, hence, the company to grow.

Feedback can range from detailed and regularly scheduled performance reviews that let employees know where they stand to simply saying "good job" on occasion. It also involves constructive criticism. If employees are doing something wrong, they want to know, and they want to know how to correct the problem.

Letting employees know they are valued is a great motivator that can drive productivity. For example, during team meetings, highlighting the benefits of someone's recent project is a nice way to recognize her publicly and remind her that her work is valued.

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