

Emotional Intelligence Matrix

How Meeting Needs Increases Job Satisfaction

Maslow's Hierarchy of Needs

Physiological

Basic survival



11 Essential Needs of Employees

1. Reward

Compensation for the work

Fulfillment of Needs Addresses These Issues

Inadequate salary and benefits

Maslow's Hierarchy of Needs

Safety

Emotional and physical security



2. Vision

Security in knowing where the company is headed long-term

3. Resources

Having the right tools and training

4. Loyalty

Leadership that "has your back" as they expect you to have theirs

Fulfillment of Needs Addresses These Issues

Unhappy with management and the way they manage

Maslow's Hierarchy of Needs

Social

Love, friendship, and a sense of belonging



5. Connection

Competent leaders who genuinely care and are supportive of employee success

6. Teamwork

Having a culture that supports and encourages teamwork

Fulfillment of Needs Addresses These Issues

Lack of recognition

Unhappy with management

Boredom



Esteem

Self-respect, status, and recognition



7. Value

Sincere appreciation and recognition of each employee as an individual

8. Growth

Programs and paths for growth and career advancement

9. Self-Development

Opportunities to be coached, challenged and inspired

Fulfillment of Needs Addresses These Issues

Inadequate salary and benefits

Boredom

Limited opportunities for advancement

Unhappy with management and the way they manage

Lack of recognition



Fulfillment of Needs Addresses These Issues

Self-Actualization

Reaching one's full potential

10. Strengths

Mapping roles and responsibilities to strengths for ultimate fulfillment of potential

11. Purpose

Creating opportunities for meaningful contribution to the big-picture goals

Inadequate salary and benefits

Boredom

Limited opportunities for advancement

Unhappy with management and the way they manage

Lack of recognition

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