

# Building Employee Morale and Commitment

Presented by:  
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NOTES



Why Employee M-O-R-A-L-E deserves attention:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**M = Make Expectations Clear.**

Employees need to know:

- what is expected - a good job like
- priority tasks
- How success is to be measured

Have a clear vision/  
mission - 100 hours  
year

**O = Operate From Faith.**

Words of faith are more motivating than words of  
doubt.

Expressed faith in another begins on the \_\_\_\_\_  
of \_\_\_\_\_.

**R = Relate Individually.**

Wm. James, Father of American Psychology, said that  
the \_\_\_\_\_

• Take a list of core  
values  
• Give 3-5 times and  
bein' motivated

Book of Proverbs: Man's deepest desire is for  
approval.

*Handwritten notes:*  
M-O-R-A-L-E  
M-O-R-A-L-E

*Accept human diversity is acceptance*

## Universal Truth:

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**People want to be appreciated as individuals – with gifts and talents that are unique to them.**

## Generational Differences Matter:

### **Traditionalists:** born before 1946

- like awards and recognition
- like doing a job well and being recognized for it

### **Boomers:** born between 1946 – 1964

- like competition
- appreciate symbols of recognition – e.g. titles, money, special parking places, etc.

### **Gen Xer's:** born between 1965 – 1980

- put trust in own skills and ability
- lack trust for employers
- want training to enhance skills
- want portable benefits, e.g. 401K's

### **Mellennials:** Born after 1981

- team players; have more company loyalty
- perceived as wanting to make a difference
- want their work to have value
- motivated by rewards – both tangible and intangible

**People want individual input, influence, & reinforcement.**

**A = Appreciate With Incentives & Awards.**

**L = Laugh & Have Fun.**

**E = Exemplify Leadership.**

## NOTES



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