

What Makes a Boss Great

We love it when you:

Engage and Inspire



Great managers motivate!

You make our work interesting and tell us why it matters...

87% of our peers aren't so lucky!
They're disengaged and disinterested.



That in turn makes our organization

21% more profitable.



Because we're happier, we're also healthier

50%

less likely to need sick days as less engaged peers.



We want to make our customers happier to the tune of

10% higher customer satisfaction.



Provide Feedback & Coaching



You treat us like grown ups.

72% of us believe we perform better with feedback. The older we are, the more constructive feedback we want to help us grow.

75% of Millennial team members want even more coaching!



You're savvy enough to remember that a

5:1 ratio of positive to negative feedback works best!

Your feedback and coaching is better for business.

By giving frequent feedback about what we're doing well and where we can improve, the company's revenue and productivity increases as much as

20%

Recognize and Reward



By advocating for us and recognizing great work, you make us want to do our best!

A whopping **93%** of employees who feel valued are motivated to do their best work.

You make us want to stay at the organization longer.

66% of highly engaged employees don't plan to leave.

Unhappy employees are **3x** more likely to quit in the next year.

We love that you recognize great work - you know it's not just about money!

83% of employees feel that recognition is more rewarding than cash.



Set Goals & Help Us Achieve Great Things



When you fearlessly do the hard work of managing, you help us be our best.

When you ask for...

Clear written goals



Transparent action commitments



Written progress reports



...we are more likely to achieve our goals.



We love being engaged, aligned and achieving!

It's even easier when you make the brilliant decision to use Workboard for sharing goals, actions, status reports and giving us regular feedback!

 workboard

Get Workboard for your team at www.workboard.com

Sources

<http://www.gallup.com/strategiesconsulting/154735/state-global-workplace.aspx>
<http://www.gallup.com/poll/147191/actively-disengaged-workers-jobs-less-healthy.aspx>
<http://businessjournal.gallup.com/content/163130/employee-engagement-drives-growth.aspx>
<http://businessjournal.gallup.com/content/128270/fourth-element-great-managing.aspx#2>
<http://businessjournal.gallup.com/content/25369/praise-praising-your-employees.aspx>

<http://blogs.hbr.org/2014/07/you-cant-be-a-great-manager-if-youre-not-a-good-coach/>
<http://www.apa.org/news/press/releases/2012/03/well-being.aspx>
<http://www.pgcsharpe.com/blog/inside-the-manager/2013/06/new-employee-study-shows-recognition-matters-more-money>
<http://www.forbes.com/sites/kevinkruse/2012/09/04/why-employee-engagement/>