

TO THRIVE AT WORK

WE MUST MEET THESE PSYCHOLOGICAL NEEDS*

*Maslach, C., & Leiter, M. P. (2022). *The Burnout Challenge: Managing People's Relationships with Their Jobs*. Harvard University Press



WHEN EMPLOYEES THRIVE AT WORK,

- ✓ They are more engaged,
- ✓ They are more productive, and
- ✓ They contribute to a positive workplace culture

THOUGHT QUESTIONS:

- Which psychological needs are being met well at your organization? Which are not being met? Which should be given top priority for improvement?
- What short-term goals would give some quick wins in each area? What are long-term goals for each? How will you measure improvement or success for these goals?
- How will you communicate your intent to work on these goals to employees?
- What feedback will you get from employees on these goals? How often?

