



employee motivation inventory

Based on best practice, the Employee Motivation Inventory™ (EMI) can assist you in quantifying how motivated your staff are. And, how close you are to drive a culture that unlocks the ‘going the extra mile’ factor your business needs to operate optimally.

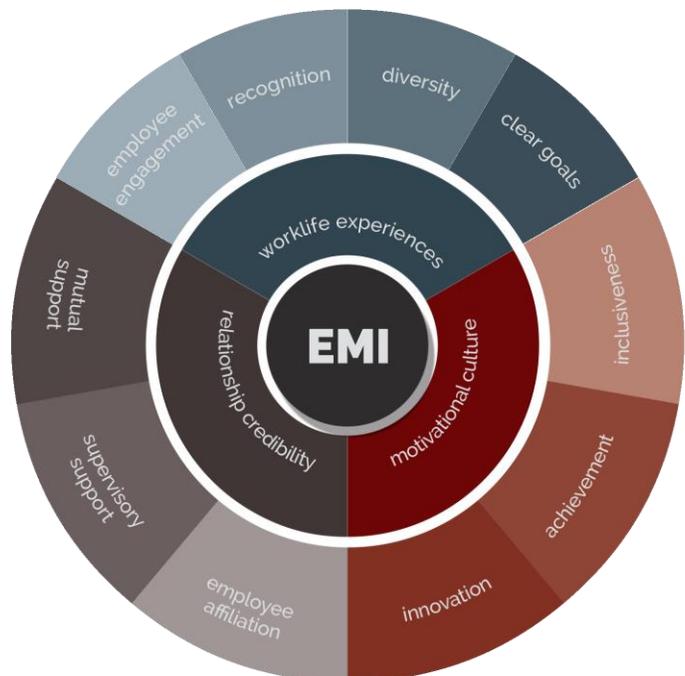
The results of our survey will provide a benchmark from which to improve encouraging behaviours, harness individual development and boost business competitiveness. To keep your finger on the pulse of these measures, the EMI tracks results made available through the StratisQ online platform. You can find out more about this ground-breaking platform here.

### The EMI Model explained

Three overarching factors tell us what separates motivated workers from those that are not. These factors allow for a more in-depth analysis of employee motivation so that leaders can recognise the prevailing perceptions of their business’s motivational culture.

### What does the Motivation Inventory™ tell us?

The Motivation Inventory™ is the overall score of the EMI assessment. It provides measures of key motivational elements that employees, teams and the organisation hold.



A view of this current state provides a canvass from which to create or build a workplace culture where workers and teams are motivated, engaged and committed to achieving company goals. To do so, we first need to know the foundations that make up the three overarching factors in the EMI model. These are relationship credibility, work-life experience and motivational culture.

### **Relationship Credibility**

Relationship Credibility uncovers how team members interact with one another as well as the interactions between their immediate supervisors. The quality of these interactions is influenced by a sense of inclusiveness and openness of communication that employees share. Interactions such as these are built on trust, respect and support between teams and their supervisors.

When there is a strong sense of affiliation and unison between individuals, teams move together in achieving common business goals.

### **Work-life Experiences**

Work-life Experiences tap into employees' perspectives of their day to day activities and the business influences that impact these experiences. Staff experiences are defined by their sense of pride and achievement in the work that they do and the level of satisfaction they receive from doing so.

Having an opportunity to work toward clear goals and to receive recognition for achieving these goals, promote a workplace climate where individuals feel a sense of unity and belongingness to the company they work for. A loyalty most companies can't buy.

## **Motivational Culture**

Motivational Culture sheds light on the underlying factors that drive employees' sense of inspiration in organisations. A sense of wholistic inclusiveness characterises it. Staff feel free and comfortable to share and participate in the greater company goals. To create this sense of inclusion, companies should provide opportunities for their workforce to grow and flourish. There are immense benefits of working in such a culture both for the workers and company.