Total Compensation Package
- Salary
- Bonuses
- Benefits

**Schedules**

**Workload**
- Work needs to be distributed equitably
- Everyone should be receiving a fair amount of billable hours, administrative tasks, and business development assignments.
- No one should have too little or too much work compared to their coworkers.

**Mode of work environment:**
- In-person
- Remote
- Hybrid

**Flexibility:**
- Modern employees prefer to work for businesses that offer a more personalized experience for how and when work is done. The COVID-19 pandemic showed us that work could be done efficiently through non-traditional approaches that the workforce has embraced.

**Career Path**
- Employees desire to have a clear pathway to career advancement and higher earnings.

**Job Security**
- Employees desire to have roles, responsibilities, and expectations that are clearly defined.
- Employees want to be able to self-assess and be reassured that they have security in their jobs if they are in compliance.
- The ongoing pandemic has heightened the need for employees to have a sense of job security; people want to be reassured that they will be "okay" through large-scale economic changes.

**Safety**
- The work environment is healthy, clean, and secure from elements that can cause physical or mental harm.

**Fundamental Needs**

**Meaningfulness & Connection**
- Employees desire to have the ability to connect their work contributions to a direct impact on the goals (both small and large) of the organization.
- Employees desire to know that they are doing good work for a good cause and the work has meaning.
- The work must speak to individual passion.

**Personal Growth**
- Employees desire to have their work align with and develop their strengths and passions.
- They need to be in an environment that fosters innovation, creativity, and growth through professional development opportunities and being granted autonomy in their work.

**Belonging**
- Employees need to feel that their presence as an individual is appreciated.
- They need to feel they bring value to the organization.
- They need to feel welcome, respected, and embraced.

**Acceptance and Achievement**
- Employees need to feel and know that their ideas and perspectives are being heard and genuinely considered.
- Employees need to feel reassured that they are performing well and making progress.

**Recognition**
- Employees desire to have their contributions acknowledged and, when appropriate, rewarded

**Basic Human Decency**
- Respect
- Consideration
- Trust