Fundamental Needs

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.

Instrinsic 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

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