

# Benefits and Beyond: Creating a Workplace Where People Want to Work



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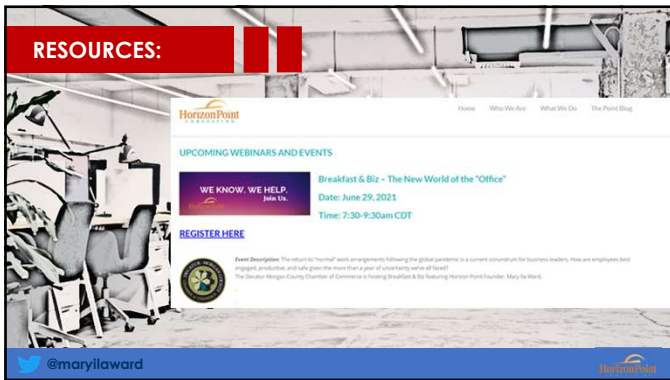
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**RESOURCES:**



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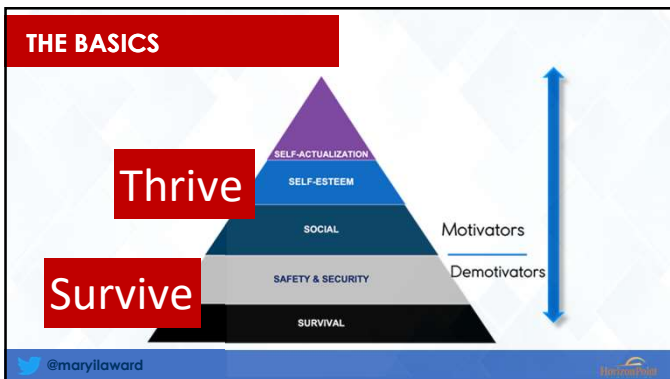
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**THE BASICS**



**Thrive**

**Survive**

Motivators

Demotivators

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### ALWAYS A "TREND"

#### Hygiene Factors

- Policy
- Supervisor
- Work Conditions
- Salary
- Status
- Security
- Personal Life

← Dissatisfaction     No Dissatisfaction →

#### Motivation Factors

- Achievement
- Practice
- Work Itself
- Responsibility
- Advancement
- Personal Growth

← No Satisfaction     Satisfaction →

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### Pay & Productivity:

**The gap between productivity and a typical worker's compensation has increased dramatically since 1979**

Productivity growth and hourly compensation growth, 1948–2019

Period	Productivity Growth	Compensation Growth
1948–1979	+108.1%	+95.0%
1979–2019	+72.2%	+17.2%
<b>Total (1948–2019)</b>	<b>+258.4%</b>	<b>+128.5%</b>

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### Pay & Productivity:

**Americans' paychecks are bigger than 40 years ago, but their purchasing power has hardly budged**

Average hourly wages in the U.S., seasonally adjusted

Year	Current Dollars	Constant 2018 Dollars
1964	\$2.50	\$20.27
2018	\$22.65	\$22.65

*Note: Data for wages of production and non-supervisory employees on private non-farm payrolls. "Constant 2018 dollars" describes wages adjusted for inflation. "Current dollars" describes wages reported in the value of the currency when received. "Purchasing power" refers to the amount of goods or services that can be bought per unit of currency. Source: U.S. Bureau of Labor Statistics.*

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**Pay & Productivity:**



	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	
Living Wage	\$13.77	\$27.06	\$33.09	\$42.01	\$22.30	\$26.44	\$30.04	\$31.99	\$11.15	\$14.92	\$18.42	
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60	\$14.75	\$4.14	\$5.22	\$6.30	
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	

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**Pay & Productivity:**



Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
9	18.08	19.33	21.07	22.58	24.21
6	16.31	17.47	19.09	20.45	21.92
3	13.79	14.80	16.25	17.44	18.73
1	11.77	12.57	13.79	14.80	15.95

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**Are your wages?**

**Internally Equitable?** 

**Externally Competitive?** 

**Communicated Effectively?** 

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**Health & Safety**

### Controlling COVID-19 in the Workplace

**Apply the Hierarchy of Controls**

Focus on the most effective methods first and then move on to the next level of control. In all cases, practice physical distancing, hand hygiene, and respiratory etiquette.

**Elimination and Substitution**

- Allow workers to work remotely, where and if possible.
- Assign less critical aspects of the workplace to someone at an individual or job site level.
- Work with labor-management health committees. Including those committees such as safety, health and well-being or similar, or with the local management/union health and safety committee to work on controls.
- Use technologies to facilitate working remotely, such as teleconferencing.

**Engineering Controls**

Physical barriers

- Increased ventilation and high efficiency filters.
- Controls on air flow patterns for new tasks, lines, and package lifts.

**Administrative Controls**

- Controlled entry and exits.
- Limit occupancy, stagger shifts, breaks.
- Use different communication for regular and administrative work.
- Stagger production and processes.
- Clear and control frequently.
- Physical control of cleaning, hand hygiene, and respiratory etiquette.
- Change work practices to encourage physical distancing.

**Personal Protective Equipment**

Respirators, Face Shields, Goggles

**Non-Medical MASKS**

- Non-medical masks are NOT personal protective equipment.
- Masks reduce the size of your public health agency about a third of a size.
- Wearing a mask alone will not prevent the spread of COVID-19.
- Best practice combined with physical distancing and good hygiene.

**RISK**

LOW, MODERATE, HIGH, VERY HIGH

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**How to Create a Workplace Where People Thrive**

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**THRIVE**

1. Autonomy
2. Mastery
3. Purpose

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### Traditional Benefits



- Defined benefit plan**
  - A pre-defined sum is guaranteed by the employer to employee at the time of retirement.
  - Higher risk as employer need to make many assumptions.
- Defined contribution plan**
  - Employer and employee both contribute to a fund which can be invested in any asset class chosen by the employee. At the time of retirement employee gets the fund.
  - Lower risk for employer.

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### Today's Job Market




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### WHAT TO DO?

*"To help drive passion and productivity, we don't care how or where work gets done, just that it gets done in a way that meets client needs. This coincides with our desire to people first by allowing them the autonomy to make decisions based on their personal preferences. We believe this stimulates passion and productivity."*



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### The new world of benefits

MEAL BREAKS  
SOCIAL SECURITY  
PAID VACATION  
PERKS & BONUSES  
HEALTH INSURANCE  
ACHIEVEMENT AWARD  
EMPLOYEES ALLOWANCE  
PAY RAISE

EMPLOYEE BENEFITS

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### GOOD Work...

**AUTONOMY:**  
The Gift  
That Keeps on  
Giving...

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### What Do Employees Want?

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**Where are you?**

Work-From-Home Experiences  
Change Office Expectations

- 1 Isolated Zoomer**  
"Home office is a lonely cage"
- 2 Autonomy-Seeker**  
"Home office is freedom"
- 3 Frustrated Creative Networker**  
"Home office is a suspension from normal life and work"
- 4 Overworked Caretaker**  
"Home office is a nonstop flow of competing demands"
- 5 Relieved Self-Preservationist**  
"Home office is the only place I am safe"

Statista Research  
Global Return to Workplace Study

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**How Employers Are Responding**

Just over one-third of respondents expect that 40 percent or more of their employees will work primarily remotely 12 months postpandemic

Chart 1  
What percent of your US full-time employees are working primarily virtually/ remotely (at least three days a week)?

% Remote workers	Before COVID-19	Now (Apr. 2021)	Expectation 1 year after COVID-19 has subsided
Less than 10%	2%	22%	23%
10% to less than 20%	11%	17%	15%
20% to less than 40%	4%	26%	11%
40% or more	5%	35%	72%

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**GOOD Work...**

**Personalized**

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**GOOD Work...**

**Personalized**



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**GOOD Work...**



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**GOOD Work...**

**Is Linked**



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Objectives



- ✓ TARCOG Values
- ✓ How Values Translate to Performance Evaluation
- ✓ Performance Evaluation Process/Timeline
- ✓ How the New PE Ties into the New Comp Structure

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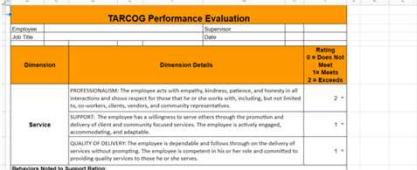
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**GOOD Work...**

**Is Linked**

- COLA
- Merit
  - 1.08 to 1.33 = 33% of available increase
  - 1.34 to 1.67 = 66% of available increase
  - 1.68 to 2 = 100% of available increase



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**GOOD Work...**

**Is Linked**

Behaviors Noted to Support Rating:

Overall Rating: 1.893333333

GOAL SETTING: Create and discuss areas where the employee excels and where he or she needs to improve. Get feedback from the employee. What does he or she want to learn more about this year? In what areas does he or she want to grow this year?


Strengths: \_\_\_\_\_ Areas of Improvement: \_\_\_\_\_

Ask the employee what his or her one and three year career goals are and how you can help him or her to achieve these goals. Document these aspirations here:

TARCOG Employee Self-Evaluation

What do you want out of your career? 1 Year:	Strengths:	Areas to Develop:
3 Years:		
5 Years:		
10 Years:		
Work Assignment Strategies:	Personal Development Strategies:	

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**WHAT TO DO?**

**70%**

**KNOW THE RULES!**

**RULES**

**RULES**

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**WHAT TO DO?**

"Follow the science, experiment, then follow the data."  
David Rock NLI

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**GOOD Work...**

**What are you solving for?**

Your **BRAIN** at **WORK**

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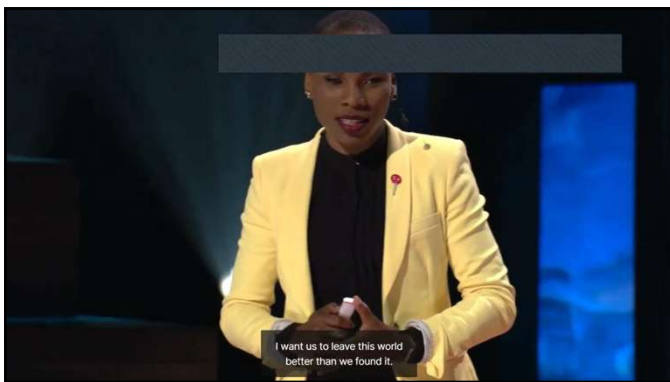
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**Upstream**  
THE QUEST TO SOLVE PROBLEMS BEFORE THEY HAPPEN  
**DAN HEATH**  
New York Times bestselling author of Made to Stick and Switch

**HorizonPoint**  
CONSULTING

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