Keep the What Motivates Me Engagement Training™ alive with skills-based tools that drive accountability, change your culture for the positive, and enhance real business results.

**Monthly tools include:**

1. A custom video for your organization
   » From *New York Times* bestselling author Adrian Gostick or Chester Elton

2. A printable micro-learning toolkit so each manager can initiate meaningful conversations with his/her team members on the monthly sustainability topic
   Toolkit includes:
   » What's In It For Me (for employees)
   » Team Discussion Talking Points (for a team meeting)
   » Month's Activities and Challenges (exercises)
   » Recognition Opportunities (to reinforce the right behaviors)

3. A custom 30-minute webinar for your organization
   » From a Culture Works master trainer on the monthly topic
Background and definitions

- Enhancing sensitivity (i.e., there are no bad motivators); addressing common questions (i.e., why is Family a motivator at work, etc.); and de-motivators
- Motivators Assessment™ versus other tools

MONTH 1: Motivators & Identities
- Background and definitions
- Team report for each team in your organization
- Analysis of each team’s uniques, cautions and synergies
- How-tos on building a motivated team

MONTH 2: Take it to the Team
- Team report for each team in your organization
- Analysis of each team’s uniques, cautions and synergies
- How-tos on building a motivated team

MONTH 3: Job Sculpting
- Add/Alter/Transfer refresh and applicability in our team
- Career development (what’s possible in our culture, what is not)

MONTH 4: Aspirational Conversations
- Timing and expectations for both sides in the career coaching process
- Creating and using Individual Development Plans

MONTH 5: Diversity & Inclusion
- Using motivators to enhance diversity & inclusion in a team
- Listening, active debate, and point-of-view
- Identifying gaps in a team

MONTH 6: Tying Recognition to Motivators
- Timely reinforcement of the right behaviors
- Peer-to-peer recognition
- Personalizing recognition and rewards via motivators

* Participants must have attended What Motivates Me Engagement Training™, classroom or online.