



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | NOVEMBER 2019

EMPLOYEE MOTIVATION

Striving for Exceptional Results

Everyone is motivated by different factors. As an employer, finding what motivates your team can be a challenge, especially when working with multi-generational employees or motivating your team after a significant business change. This month we have provided you with a variety of resources and inspiration to better assist you in motivating your teams.



Intrinsic & Extrinsic Motivation: An Individual and Multi-Generational Lens

by Ally Smit

By utilizing trends and considerations on generational and individual preferences, you can gain a better idea of how to motivate various individuals within your organization and how best to use this information to drive effective results.

[Read more here ...](#)

How to Apply Self-Determination Theory to Boost Workplace Motivation

by The Happiness Index

Self-determination theory (SDT) implies that everyone is inherently driven and motivated, but the correct conditions need to be established to facilitate this.

[Read more here ...](#)





Motivational Mapping

by Strategic Human Resources Management

Today, we will examine your employees' personality types and design an all-encompassing engagement strategy. It may just be the last blog post on #EmployeeEngagement that you will ever have to read.

[Read more here ...](#)



Motivating Employees After Business Changes

by The Balance Careers

This checklist is designed for managers with responsibilities for managing, motivating, and developing staff at a time when organizational structures and processes are undergoing continual change.

[Read more here ...](#)



5 Things Great Leaders Do to Motivate Their Employees

by Inc.

Great leaders know that there are no universal traits you must possess in order to inspire others. Because everybody is different, a key way to better your leadership style in 2019 is to focus on your own strengths.

[Read more here ...](#)

Quotes on Motivation

When people are financially invested, they want a return.
When people are emotionally invested, they want to contribute.

Simon Sinek, Author



Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it.

Lou Holtz, Former American football coach

An employee's motivation is a direct result of the sum of interactions with his or her manager.

Bob Nelson, Author



HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, October 2019](#)

	Aug-19	Sep-19	Oct-19
VICTORIA	3.3%	3.2%	3.2%
VANCOUVER	4.4%	4.6%	5.0%
BC	5.0%	4.8%	4.7%
CALGARY	7.3%	7.1%	7.2%
ALBERTA	7.2%	6.6%	6.7%
CANADA	5.7%	5.5%	5.5%

HR in the News

[Job attraction initiative in Greater Victoria is growing](#)

Business Examiner, 5 November 2019

[30% of minority Canadians experience discrimination at work](#)

Canadian HR Reporter, 6 November 2019

[A 4-day workweek boosted productivity by 40% in Microsoft Japan. Would it work in Canada?](#)

Global News, 5 November 2019

Could your business benefit from HR support?

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