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## CREATING A WORKPLACE WHERE PEOPLE THRIVE: 4 SIMPLE STEPS

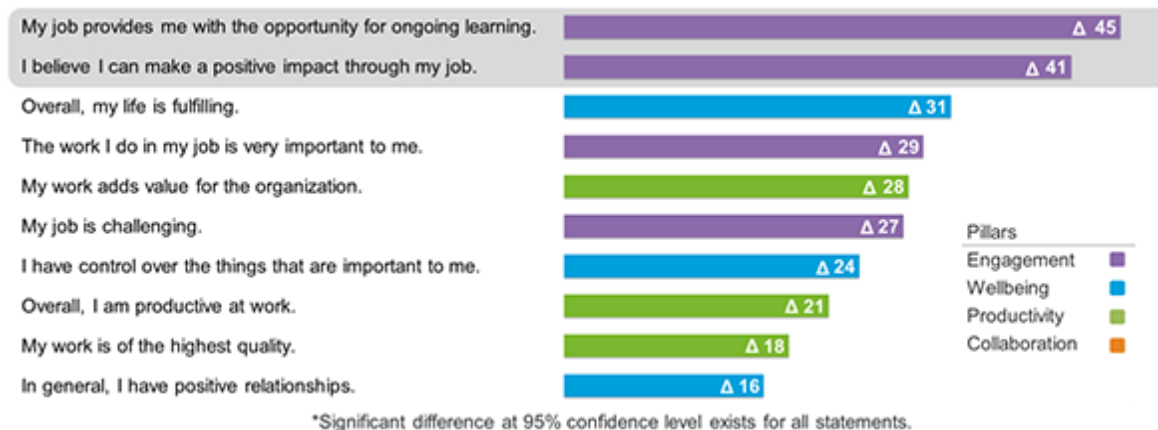
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People thrive in a workplace that offers them engagement, collaboration, well-being, and productivity. These pillars, and the factors that contribute to them were verified in a survey that Mars Drinks and LinkedIn conducted, The Workforce Voice, powered by LinkedIn.

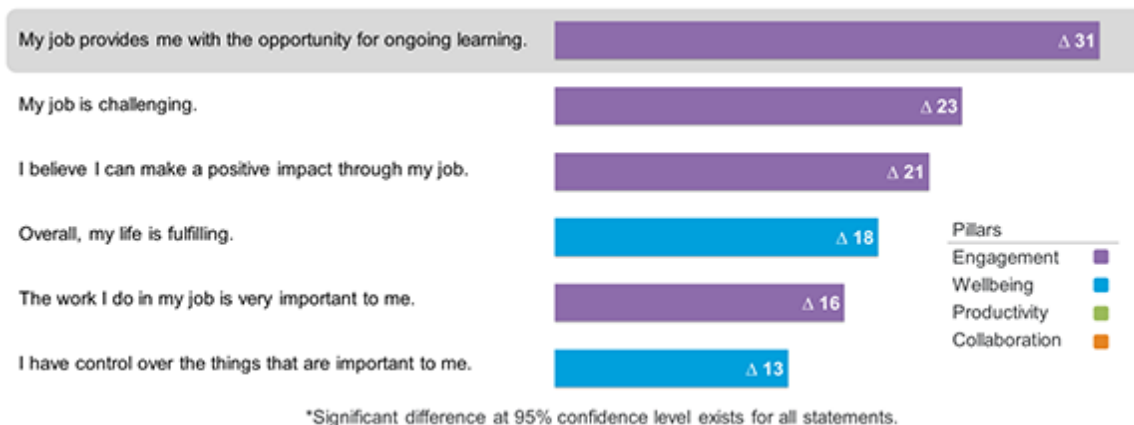
The survey, which tapped the views of LinkedIn users across genders, generations, industries, and job functions demonstrates that employees who promote their workplace – those who feel positively about it and would recommend it to others, are more engaged.

We also learned that ‘detractors’, those who feel negatively toward their employer and would recommend that colleagues stay away, have very different perspectives on the following statements. These 10 statements, below, produce the greatest disparity between workplace promoters and detractors.



Far more promoters than detractors, for instance, strongly agree that “my job provides me with the opportunity for ongoing learning.”

Viewed from the perspective of job candidates, it’s a similar story. The six statements below produce the greatest disparity between passive and active candidates.



In each case, four of the top differentiating statements pertain to engagement. These are the top 4 elements that create a place that contributes to Workplace Vitality™, a place that is vibrant, thriving, and alive with potential. The implications are clear. In order to create a sense of Workplace Vitality, employers would be wise to:

- Provide employees with the opportunity for ongoing learning
- Communicate to employees that they are making a positive influence through their jobs
- Ensure – as much as possible – that employees are doing jobs that are important to them
- And as much as possible, provide employees with challenging work

Workplace drinks are an important part of this story. About half of the employees who were part of this survey of 1,015 people saw workplace beverages as connected to engagement, collaboration, well-being, and productivity. In another survey, we learned that fully 75% of employees value workplace drinks as a signal they are valued and appreciated by their employers. Providing great coffee, sharing a cup of tea, and creating the kind of culture where employees can connect over a refreshment in order to build relationships and do great work, will be those that are on the way to Workplace Vitality.

Companies that successfully influence the four factors above can go a long way toward becoming the kind of workplace that employees recommend and remain with.

Tags: **Workplace Vitality** ›

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