

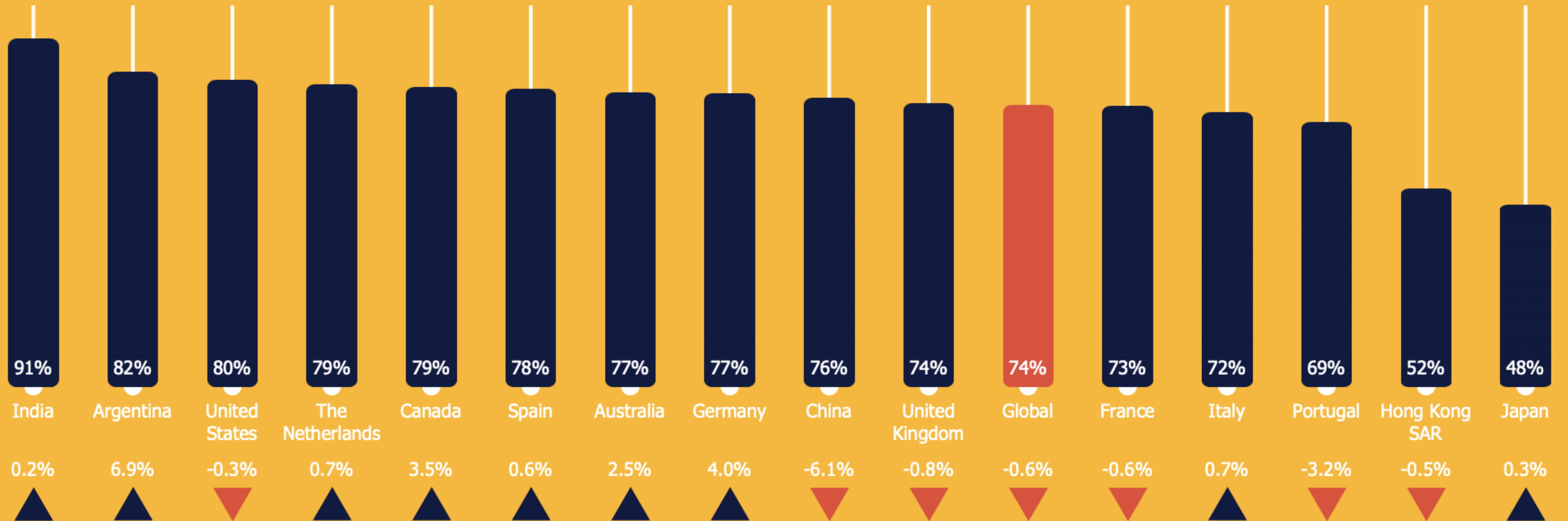
SURVEY 1



WHAT IS THE AVERAGE RATE OF JOB SATISFACTION IN THE WORLD?

- **AROUND 30 %**
- **AROUND 50 %**
- **AROUND 70 %**

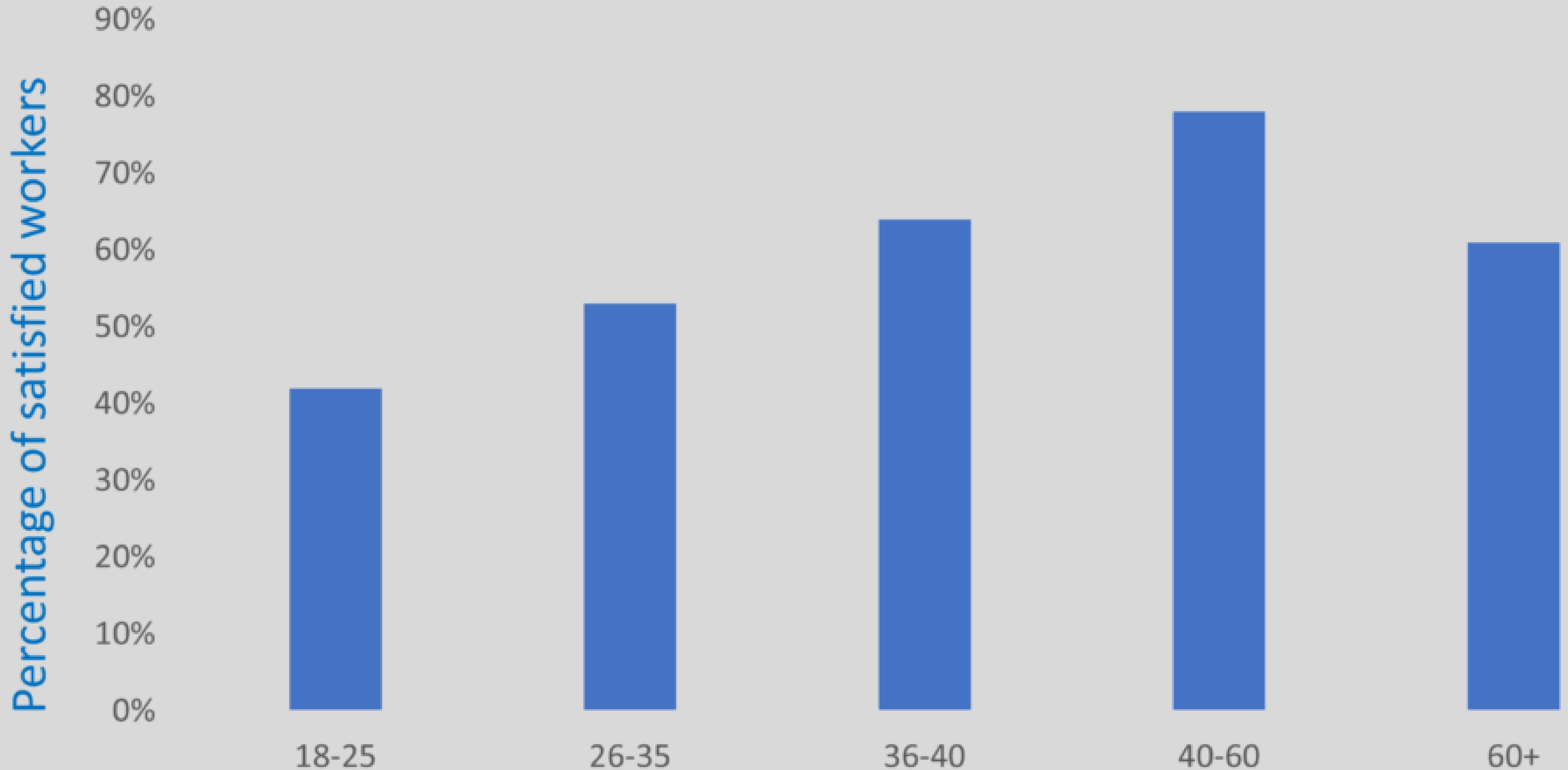
JOB SATISFACTION IN THE WORLD



growth rates represent percentage points (pps.)



Job satisfaction by age



SURVEY 2



WHAT IS THE AVERAGE RATE OF ACTIVELY COMMITTED EMPLOYEES IN THE WORLD?

- **AROUND 20 %**
- **AROUND 35 %**
- **AROUND 50 %**

COMMITMENT

21%

Engaged



Loyal and psychologically committed. More productive; higher retention.

63%

Not Engaged



Productive, but they are not psychologically connected to their company. They miss more workdays; more likely to leave.

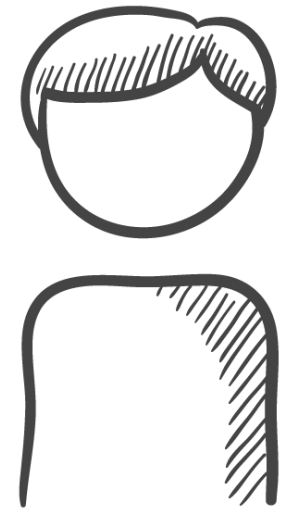
16%

Actively Disengaged

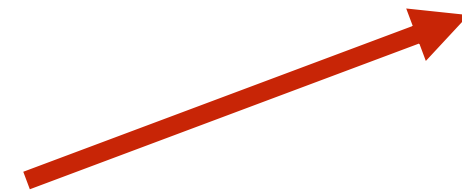


Physically present, but psychologically absent. They are unhappy and insist on sharing this unhappiness with others.

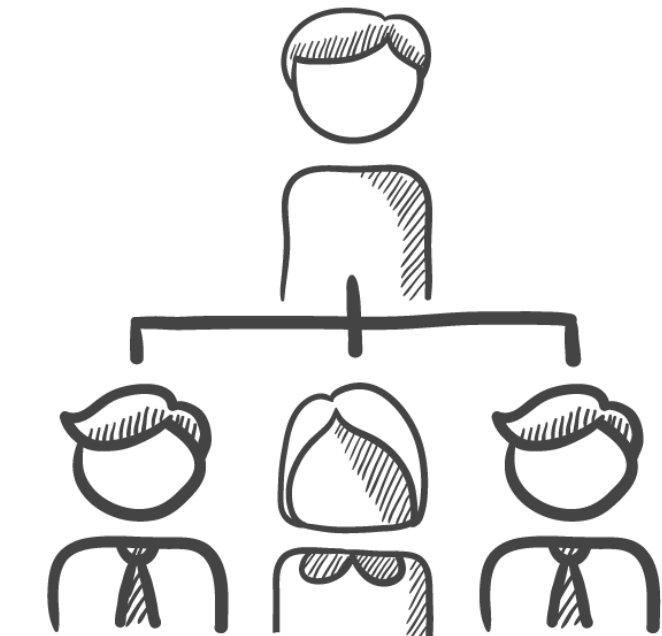
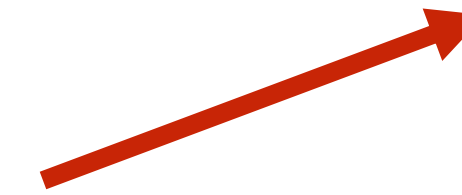
WHERE DOES IT COME FROM ?



INDIVIDUAL



TEAMWORK



ORGANIZATION

THE ENIGMA OF THE CANDLE



GOAL

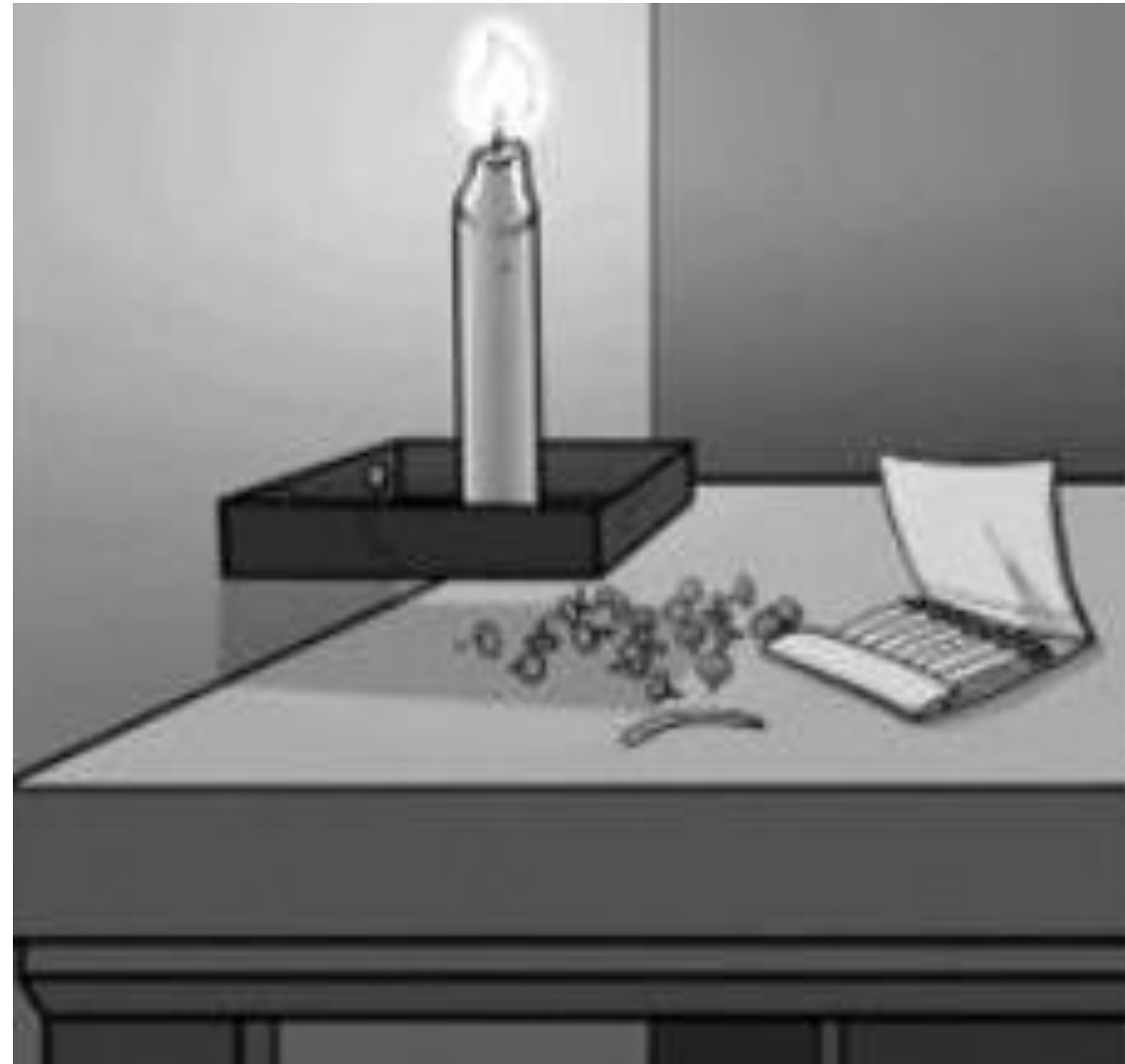
- To hang a candle on a wall so that the wax does not run over the table



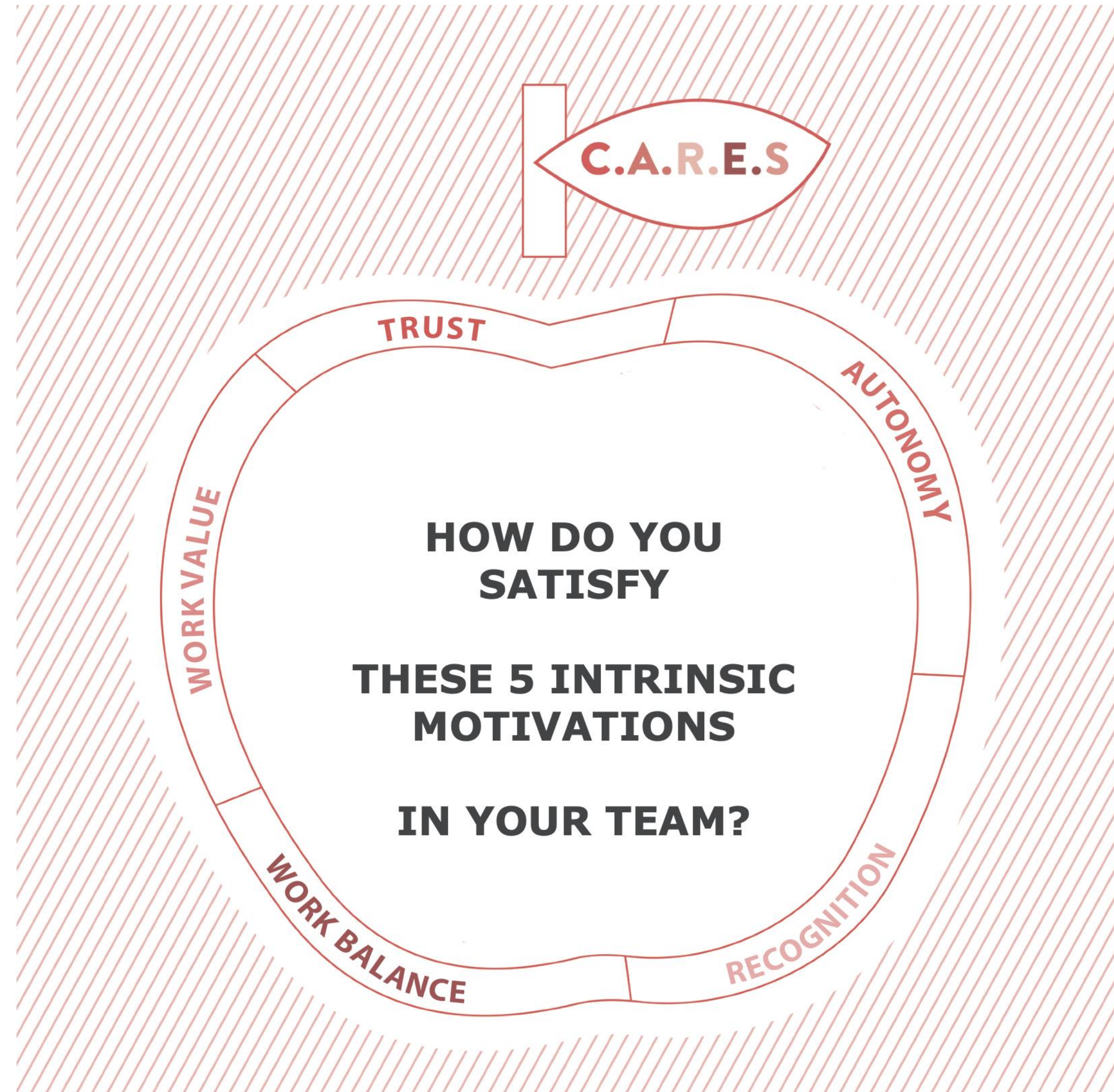
BY USING ONLY....

- A candle
- Some push pins
- Some matches

THE ENIGMA OF THE CANDLE (SOLUTION)



5 INTRINSIC MOTIVATIONS



4 WAYS OF GETTING THINGS DONE

Extrinsic
motivations



Power



Rules



Negotiation



Gift



Intrinsic
motivations



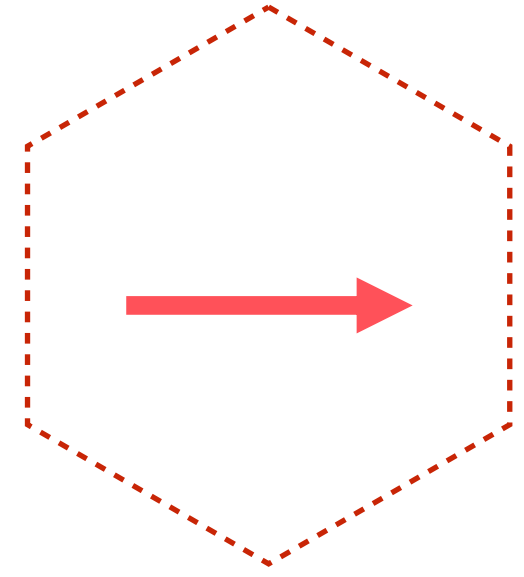
MARCEL MAUSS



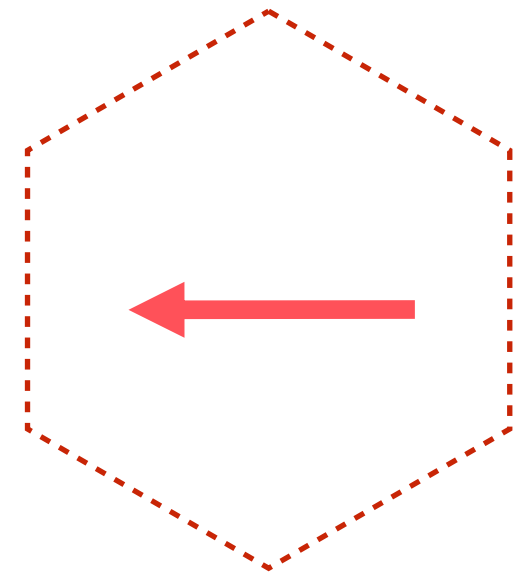
ALAIN CAILLÉ



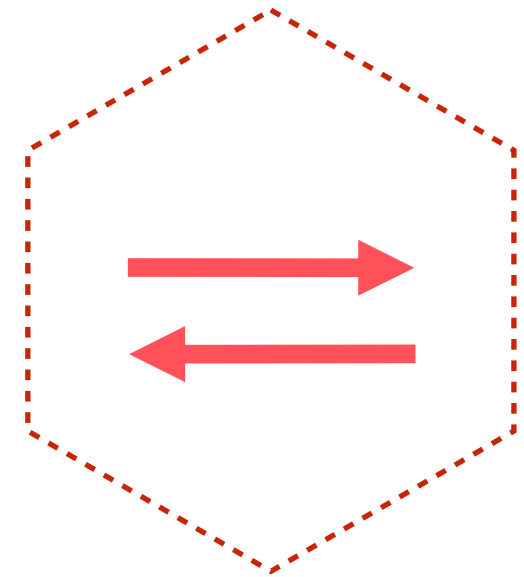
ASKING



GIVING



RECEIVING



RECIPROCATING

ХЕРЗОДОЗДАКХЕ
XER ZODOZDAKHE



English translation : TYRANTSAURUS



Le TiMoRAudon

English translation : TIMIDOSAURUS

Le MEGALodon



English translation : MEGALOSAURUS

L'HarpAdon

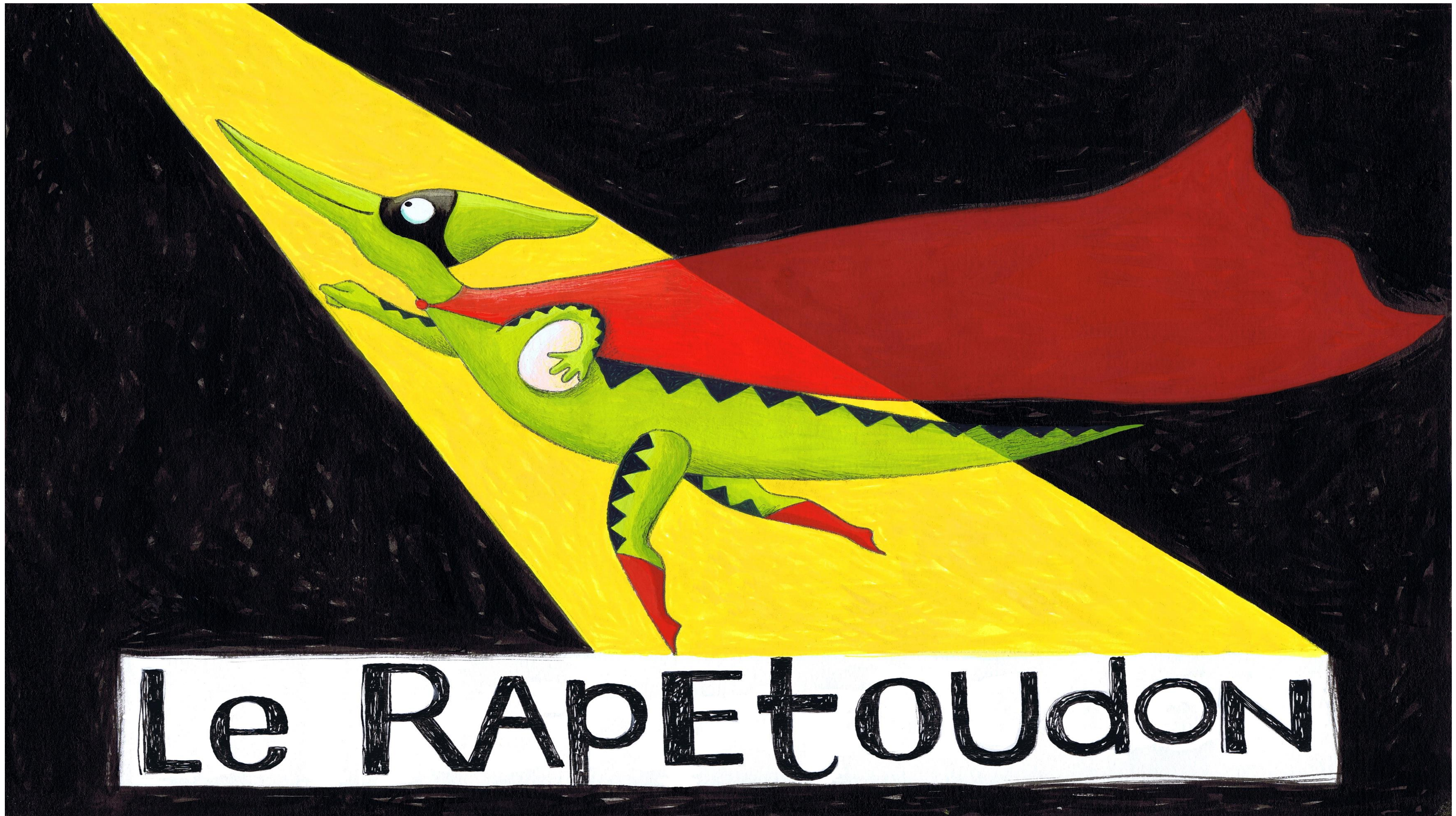


English translation : MISEROSAURUS

L'ostREidon



English translation : OYSTERSAURUS



English translation : RAPTOSAURUS

L'ANKYLodon



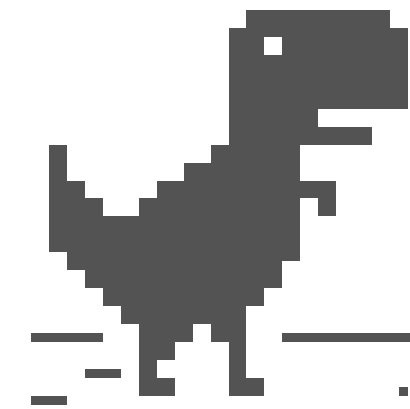
English translation : ANKYLOSAURUS

L'echi
NO
don



English translation : CALIMEROSAURUS

What are the major dinosaurs in your company?



No access to Management

Here are a few tips:

- Check the nature of your links
- Reconnect in case of wrongdoing

FROM RECIPROCITY TO TRANSITIVITY



the gift must stay in motion



THE FOUR GIFT LANGUAGES

AFFECTION



QUALITY TIME
RECEIVING GIFTS

CONSIDERATION



COMPLIMENTS
ACTIVE LISTENING

PARTICIPATION



ACTS OF SERVICE
RECOMMENDATION

INSPIRATION



IDEAS
ADVICE

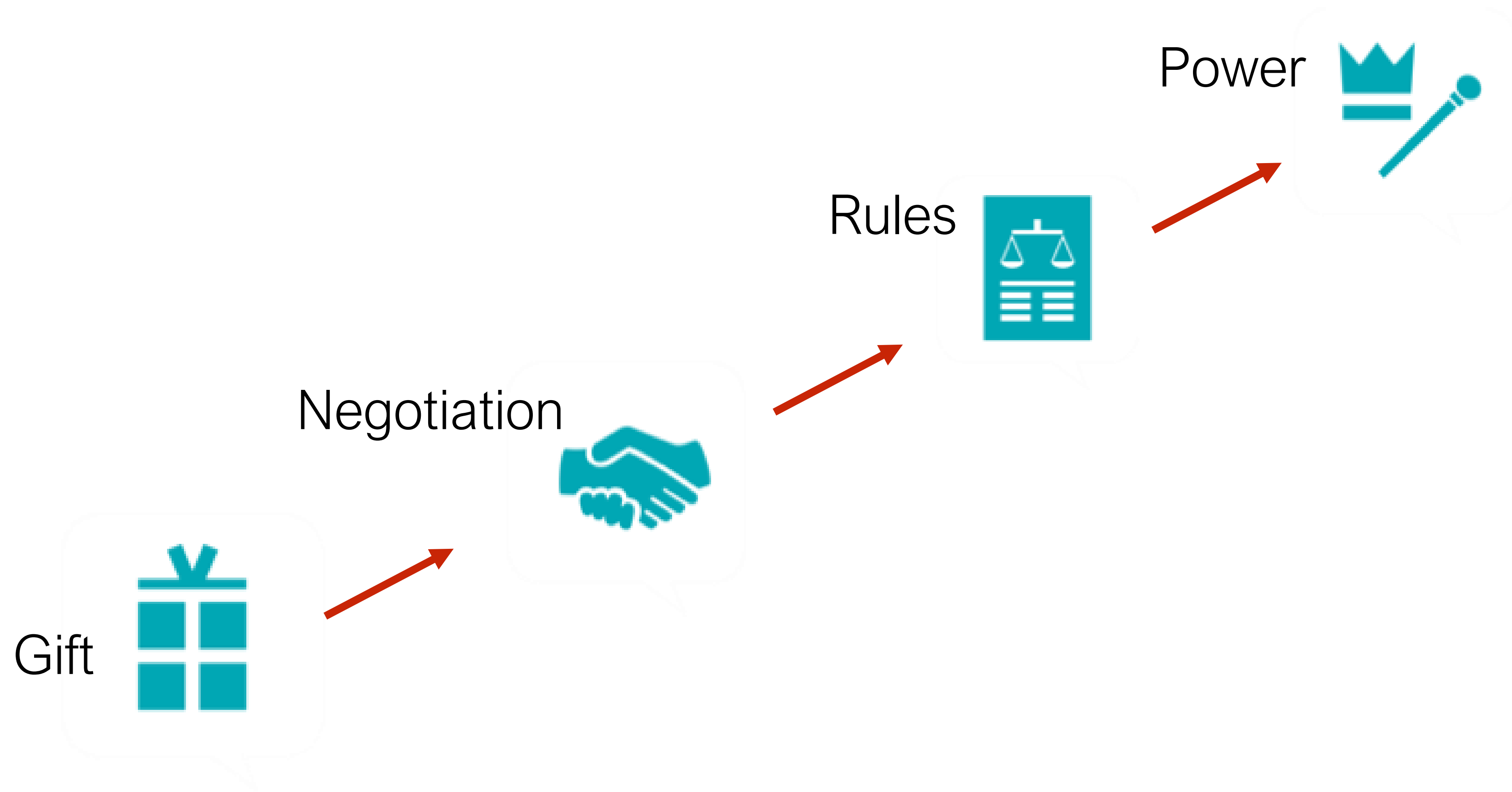
SELF EXERCISE

**WHAT IS YOUR
LANGUAGE OF
GIVING?**

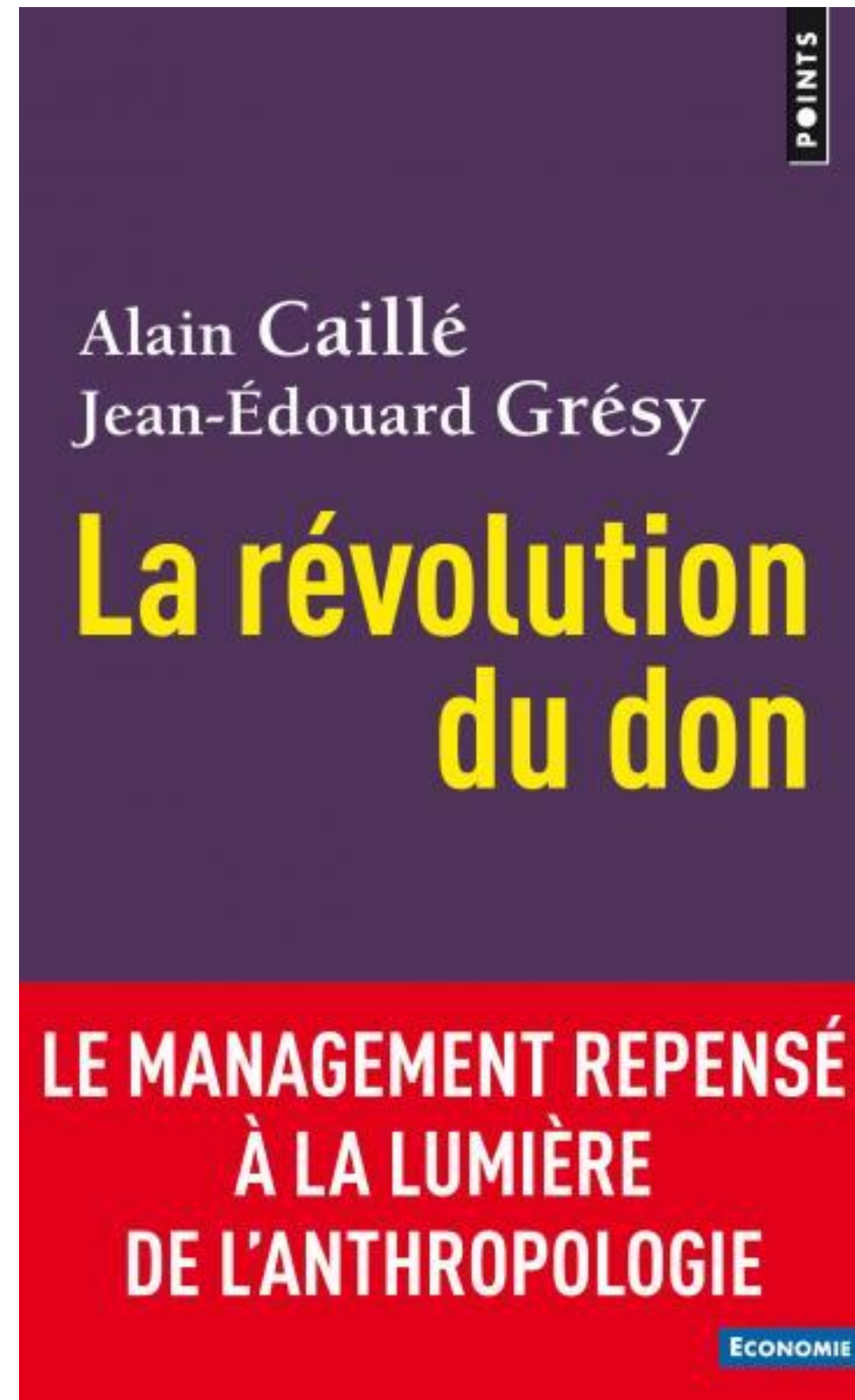
**THEN TELL ABOUT A
GIFT RECEIVED IN
YOUR
PROFESSIONAL LIFE
THAT PARTICULARLY
MOVED YOU**



EFFECTIVENESS



FOR FURTHER,



PROGRAMME
octave



THANKS

Contact : Jean-Edouard GRESY — gresy@alternego.com