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While a healthy paycheck contributes to employee satisfaction, money won't keep the best employees if other more important aspects of their employment are not met, according to one of the nation's principal authorities on leadership science.

“If the workplace environment doesn’t fit with the conditions where the brain can

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workplace.

Rheem says companies that follow his science-based approach show a 30% increase in engagement in just one year and a 75% increase in high-performing staff in just 4 years. He suggests four places where employers and leaders in a company should focus their efforts:

- **Encourage Trusted Relationships** – Employees thrive in a work culture that promotes trust and caring for each other, just as early humans learned that survival in a dangerous world was far more likely in clan or tribe than it was in isolation. “Since today most people spend a majority of their waking hours at work, employers that promote a pro-social workplace can reap hardwired metabolic benefits,” Rheem says. “This will outpace pay for performance and other monetary rewards in the long run.”
- **Help Employees Find Meaning & Purpose** – In the past, the security of a job was enough to make employees show up for work every day. But today, it is not unusual for an employee to change jobs many times during a career. If an employer wants to maintain higher retention levels, they should strive to provide a deeper connection for employees to their work, their coworkers, or to the mission and vision of the organization.
- **Create Challenging Work** – High performers – those upon whom great companies are built – thrive in a workplace ecosystem that includes positive challenge. “Leaders need to realize the benefit isn’t simply from the challenge – it is in the recognition and celebration that comes with successfully crossing the finish line,” Rheem says. “The key point is for leaders to set goals that are within reach, and to recognize the victory before rushing into the next challenge.”

- **Give Employees Authority to Innovate & Take Risks** – A hierarchical workplace

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reasons to feel wanted, trusted, and supported,” Rheem says. “This, in turn, will positively impact employee engagement, retention, and company morale.”

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