Make work exciting: How to motivate a high performing team
Panelists

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Donut
On the agenda

1. How to make work interesting
2. How to manufacture spontaneity at work
3. Q&A
Hypercontext helps managers and their teams streamline objectives, meetings, and feedback into one workflow.

Trusted by leaders and high performing teams at:
Donut connects individuals for serendipitous conversations that build trust, camaraderie, collaboration, and community.

We’ve made over 6M intros among more than 15,000 teams, including:

- slack
- Hypercontext
- okta
- twilio
- BLUEBEAM
How long have you been at your current company?

- Less than a year: 32%
- 1-2 Years: 21%
- 2-3 Years: 16%

Hypercontext's 2022 State of High Performing Teams
Let's face it... Bored people quit.
Make work interesting.

Please select the top 3 factors that contribute to staying motivated at work.

- Fulfilling and/or challenging work: 334 responses (54.8%)
- Competitive salary and benefits: 330 responses (54.1%)
- Clear expectations & goals: 292 responses (47.9%)
OFFICE DOGS VS. OFFICE PUPPIES
“Work” is...

FOGG’S BEHAVIOUR MODEL

B = MAT

Behaviours

Successful “prompts”

The Hook Model

Habits
Rewards!

Our reward system activates with anticipation

... and calms when we get what we want.
Three Variable Reward Types

the Tribe

the Hunt

the Self
Variable rewards that make work exciting

Bonuses after quota?
- 5% when you hit X% of goals
- 10% when you hit X%
- 15% when you hit X%

Encouraging Mastery?
- 80% of time on core projects
- 20% on innovation

“Best friends” at work?
- Empathetic Joy
- Companionship
- Competition

The Narwhal Award?
- “Employee of the month” judged by the last award holder
- Variable rules
- Peer recognition
OFFICE DOGS VS. OFFICE PUPPIES
MAKE WORK INTERESTING

1 Thing you can try tomorrow.
Understanding *what* makes work interesting *for your team.*
Create a space for these conversations. Aim for these 3 things:

1. Safety
2. Effort
3. Benefit
Just ask.
(and document)
MAKE WORK INTERESTING FOR EVERY PERSON

1 Thing you can try tomorrow.
What makes spontaneity so exciting? (And how can we get it back remotely?)
“Employees who have a best friend at work are 7x more likely to be engaged.”
– **Gallup**

“Investing in connections among team members both increases productivity and reduces risk.”
– **Margaret Heffernan, TED Books**

“Those at work whom we see daily have the potential to increase our happiness as much as earning $100,000 more per year.”
– **Fast Company**

“Good citizenship” behaviors including altruism and courtesy are critical to long-term effectiveness.”
– **Google**

Employees who have a best friend at work are 7x more likely to be engaged.
– **Gallup**
Creating the right conditions for serendipity

- Start with “why,” follow with “how”
- Be the change
- NO forced fun
- Amplify advocates
Taking the reins!
Twilio’s teams around the world had their own connection rituals, which were able to spread organically between team members across the global organization.

After an acquisition where language became an obstacle, an employee resource group (ERG) created language learning channels for people who wanted peer learning opportunities.
🎁 As part of their onboarding, one employee decided to host a **get-to-know-you game**, and sent the winner a **gift box with local goodies**.

👨‍💼 This **employee-led gesture** led to a tradition in the company, and now all Customer.io employees opt in to give (and receive) a “snail mail” **care package with a random buddy** each quarter!
Questions about functionality, use cases, or how to get started? Reach out to Courtney’s team: support@donut.ai

You can always try Donut free

Additional Resources
Channel Templates you can set up in 5 minutes
How to start a Donut Watercooler channel
Learn more about Donut’s different plans
Looking to run better meetings and ease your management workload?

You can always try Hypercontext for free

Get your learning on!

- 100+ Questions for 1:1 meetings
- How to retain employees through the Great Resignation
- How to introduce Hypercontext to your team