

HOW TO BOOST EMPLOYEE MORALE

Leadership To-Do's List:

For the leader looking to boost morale, engage employees and create inclusive, productive and work environments.

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(by day)

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In December of last year I started recording a podcast 'MooreLaughing at Work'. So far I have 5 episodes in the "can". It has taken until now to launch it because, well... procrastination. Also there's the fact that I have an "adult job" now. The transition from full time entrepreneurship back to full time corporate has been real for a sistah! Shout out to Corporate people by day and side-hustlers by night.

Anywho, **the purpose of the podcast was to create a safe community of "online co-worker friends". Where blue and white collar professionals alike could be given resources, encouragement and perspectives that help them grow professionally.** (Along with my random laughing and corn-ball humor.) I remember when I started my first entry level position 13 years ago. I was not prepared for the corporate culture and I didn't have any professional mentorship during my journey. I think there is value in being a part of a group of professionals that you can laugh, grow and empathize with.

MLAW Ep: 1 - I Hate My Job... Respectfully

Now, let's start off clearly: **I actually LOVEEEEE my job!** I get to use my natural talents and experience to help close the wealth gap in America. I'm in Heaven! However, **I remember having a job that I hated. The title resonated with a lot of my audience so I decided to share the discourse with you, my leader friends.**



[LISTEN TO EP:1 ON SPOTIFY](#)

Nowadays we canNOT afford to lose good talent.



HOW TO BOOST EMPLOYEE MORALE

1) RELAX-Take a Vacation.

You are stressing everyone out. A refreshed you makes the workplace better. If you don't take a break, most of your team won't either. -Insert burn out here-

*Go take some time off.
Signed, everyone. Even the dog*

2) Lean Into Interrupting Bias.

Your biases are your blind spot. You may not realize it but you're unconscious biases are damaging your team, their respect for you and ultimately your business.

Colleague: "Allison, How would I know that I have biases?"

Me: "If you haven't done anything to get rid of biases, then you have them."

We are born into a society that handed us defaults and presets. That's not our fault. But failing to reprogram is. Great leaders invest in educating themselves, their teams and creating inclusive workplaces.



Do you need a DEI video course to download and share with your team?

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Video, facilitator led workbook and discussion guide included!



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3) Make the Succession and Performance Plans Clear

I've heard employees say, they hate when they've asked their employers for a raise and were told "No, because they couldn't give raises to everyone else."

I remember having the same exact experience years ago when I went to a previous employer to present why I felt that I should get a promotion.
Since then I've encouraged managers to give specific feedback.

When responding to promotion inquiries, be respectful of the employee by sticking to the employees performance, your promotion policies or business and finance goals. This eliminates bitterness and the feeling of being held back by the team, ultimately causing low performance.



4) Stop 'Venting' to Lower Level Staff - EFFECTIVE IMMEDIATELY

I know you love Susan the sweetheart. But there's a reason you haven't promoted her to leadership. If the employee is not a key essential leader or the information is not necessary to share, then you should not confide in them.

The weight of your frustration and intel is too heavy... and literally above their paygrade.

Plus 9 times out of 10, Susan is a gossip. That's why 'everybody loves her'.

Get a therapist, my friend.



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5) Inspire Your Team with Your Vision:

When was the last time you've casted your mission, vision and goals with the team? Have you refreshed them at all? In your next all-hands weekly or annual meeting, consider using that time to restate your vision for the company or department. Reinforce how each team member propels that mission/vision forward. *When employees understand how what they do matters, they become incredibly passionate about their role whether big or small. Inspire your team by showing them how you see them in the big picture.*

Whelp, I'm going to bed now. I have an adult job to go to in the morning.

Thanks for reading! You got this!
Allison



~~-WATCH-~~
The live recording of the
'MooreLaughing at Work' podcast
on YouTube

