

# Awesome Employee Experiences

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## 6 Leadership Attraction Powers©

In order to achieve High Commitment *and* High Performance, leaders must create workplace experiences that, first, satisfy the human needs of their employees and then, motivate them to meet specific goals. To create workplace experiences that deliver desired results, leaders must encourage ownership, foster mutual understanding and agreement, and build trust. In the pursuit of these objectives, we help leaders manage how their personality traits attract or repel.

We help leaders use their natural and learned behaviors to create workplaces in which employees can flourish by applying the 6 Attraction Powers.

**Accountability** People follow leaders who clearly define what is expected of them. They respect leaders who hold them accountable for delivering on those expectations. Leaders who demonstrate Accountability develop in employees a sense of Competence and Purpose. These two, in turn, develop Autonomy.

**Empathy** Leaders help people satisfy their need for Attention, Security, and Connection with Empathy. These three human needs are addressed when employees feel genuine care and consideration for them.

**Maturity** Leaders demonstrates Maturity when they respond to events in an appropriate and effective manner. This kind of behavior provides Security. Working alongside a mature leader gives employees ongoing examples of how to act appropriately within the culture. This fosters Competence, Purpose, Status, and Community.

**Engagement** Leaders who celebrate achievement readily provide Status for employees within the organization. As employees feel confident that their leader accepts them—their strengths as well as flaws—they gain Competence and more easily bring a friendly team spirit into their environment. Engagement, then, fosters Intimacy and Community as employees gain a sense of belonging.

**Reflection** Reflective leaders demonstrate the value of Privacy when they visibly take time out to consider their actions and make long-range plans for the good of the organization. People respect leaders who encourage them to stretch the way they think & behave, inspire them to persevere, and confirm a sense Purpose.

**Tenacity** People need to feel that the time they invest will pay off over time. Leaders who demonstrate that they have the courage and tenacity to see challenges through to completion and success, answer their employees' need for Security and Purpose.

**Leadership Attraction Profile** Zero-in on the critical few behaviors and actions leaders can take to enhance the employee experience - advancing business results.

Employee experiences outlined based on the 10 Human Givens from [The Human Givens Institute](https://www.thehumangivensinstitute.org/)

Let's talk about how our Leadership Attraction Powers will help your leaders grow.  
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