

What do you think your employees want *from* you?

We often assume that our employees want material rewards from us: higher wages, bonuses, promotions, PTO, and other similar things.

“ *These benefits may draw employees to a job, but it's not what keeps them there.* ”

To most employees, their work is more than a job title; it's a representation and expression of their identity, relationships and values. It's not just a career to them — it's part of their calling. Because of this, it takes more than just material rewards for true job satisfaction and fulfillment.

So, what do your employees really want from you?

They want a caring leader who leads with empathy and makes them feel seen and valued. They want real, authentic appreciation that only comes when you are intentionally paying attention to them.

If you want to do better at giving your employees what they want but don't know where to begin, **start by treating people like people and watch how far that will take you.**

They want a sense of belonging to the organization's culture and a voice that carries weight and impact. They want fair correction; not criticism, but respectful feedback that allows them to grow.

Most importantly, they want purposeful work that makes them feel like they are a part of something bigger than themselves.

The material things attract an employee to a job, but it's **the intrinsic, relational, and psychological rewards that make them stay.**

WHAT WORKERS WANT

Closing the gap between what leaders assume and what people actually need

BOAZ
STRATEGIC

THE ASSUMPTION

Extrinsic • Material • Reward-Based



High Wages

Pay that matches the effort given



Career Growth

Promotions and a path forward



Job Stability

Confidence the role isn't at risk

Workers join an organization for the rewards; they stay for the relationships.

THE REALITY

Intrinsic • Relational • Psychological



A Caring Leader

Someone who leads with empathy



Real Appreciation

Being noticed and genuinely valued



Belonging & Voice

A seat at the table, not just a seat



Fair Correction

Feedback given with respect, not shame



Purposeful Work

Work tied to calling, not just a career

Work is an expression of identity, relationships, and values.

It takes more than just material rewards for true job satisfaction.