

Communicating in the workplace

Business, Human Resources



Since I am result driven I value a workplace that is fair, respectful and safe. It follows then that favoritism in the workplace is a big demotivator (Moore and Parker, 2009) to me. I need a working environment where credit is given to whom it is due and not to those whom a manager or a supervisor like. It follows then that I value feedback from my supervisor because feedbacks enables me to improve on my job (Cheesebro et al., 2010).

Valuing feedback from my supervisor however does not mean that I like my supervisor to be always on my back. While I value feedback to improve on my job, I would like however to work on my own. I thrive on this kind of environment and find this a huge motivator. This is a workplace phenomenon espoused by Herzberg that “ intrinsic rewards such as interesting, challenging work and the opportunity to achieve and grow into greater responsibility” which is basically autonomy (1987 pg. 49).

In sum, I thrive in a workplace that has a culture of a result, support, fairness which allows greater latitude for autonomy.