

## The Work Life Motivation Team Diagnostic (WLMTD)

**WORK LIFE**  
MOTIVATION

There is no shortage of 360° tools, organisational assessments or engagement surveys available on the market, but the Work Life Motivation Team Diagnostic offers unique benefits and advantages.

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Importantly, WLMTD is **team oriented**. Most assessments and surveys are aimed at the organisational level, providing market comparisons and benchmarking. Although organisational reports are provided WLMTD is administered at team level, by and for the teams themselves; reports are team specific and provide information to help the team improve engagement and raise their performance.



Because WLMTD is team oriented there is much greater ownership of the process. As a result, **Response rates** are typically much higher than for most organisational surveys.

With WLMTD there is also much **greater ownership** of the results; reports provide a precise view of how people in the team think and feel about their working environment so there is no room for denial. Team Leaders get information that is relevant to their team rather than a high level organisational overview.



Trust...

The work you do...

The people you work with...

WLMTD is based on the very **latest research** into what motivates us and keeps us engaged. WLMTD helps leaders to understand the emotions and perceptions that people form about their working environment and the impact these have on engagement and performance.

WLMTD is unique in measuring **Team Leader Awareness**. Team Leaders are asked to predict how their team will respond to a series of statements and the results are measured against the actual responses. This provides a measure of how aware a Team Leader is of the impact they personally have on their team as well as an indication of engagement within the team.



Poor  
Moderate  
Good



By providing the Team Leader and each member of the team with personal reports, WLMTD promotes and **encourages conversations** to take place, improving engagement and performance.

WLMTD focusses on **leadership behaviour** and the impact that has on how people think and feel about their working environment. Improvements can be made by leaders making small changes to the way they behave and interact with their teams. WLMTD does not require leaders to learn new skills, just to **think differently** about what they do and how they do it.

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