



CONNECTING DURING COVID – 19

A CODA PARTNERS INITIATIVE

QUESTIONS TO ASK: MOTIVATION THROUGH THE LENS OF MASLOW'S HIERARCHY

As you check-in and work to meet the current needs of your workforce – onsite, remote and furloughed - consider the following.

A. **Physiological Needs.** Are employees able to meet their physiological needs or do they need direct support from the organization or through community wide efforts?

- Can they access the food/groceries they need for their family?
- Are they able to rest and sleep soundly?
- Do they have shelter?
- Are they at risk of losing their shelter, access to food, or good rest?

B. **Safety Needs.** Are employees safe and secure/feeling safe and secure?

- Do they feel they are/or can be safe from contracting COVID-19 in the community? At our workplace(s)?
- Do they believe they can secure the health/medical testing and services they and their family require for COVID-19 related illness, for pre-existing conditions, or future medical conditions?
- Do they have fears about job security and all that means for them?
- Are they financially stable or struggling to pay bills or pay for needed goods and services?



CONNECTING DURING COVID – 19

A CODA PARTNERS INITIATIVE

C. Belongingness and Love Needs. Are employees able to make the necessary human connections with their families, friends, co-workers, and others?

- Do they have a sense of belonging? With your organization? With their family? With their pre-COVID-19 social network?
- Do they feel valued and cared for by the organization, their friends and family?
- What ways have they found to be socially connected even while being physically distant? Is what they are doing enough to meet their needs?

D. Esteem Needs. Do employees have a sense of accomplishment?

- What do they now define as an accomplishment?
- What are they doing now that gives them pride?
- Has the way they measure work accomplishment changed? Should it?
- Has what their supervisor or leader considers to be a work accomplishment changed? Should it?

E. Self-actualization Needs. Are employees able to achieve their full potential?

- Do employees have the knowledge, skills, abilities to achieve their full potential if their work, work-processes and/or workplace is redefined?
- Have employees re-defined what they believe to be their purpose and potential for fulfilling that purpose?
- Has their access to growth development opportunities changed? How?