

# Using Prodoscore to Improve Employee Productivity Performance



## Sponsored by:

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# Prodoscore and Behavioral Management Theories

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## Human Needs

- McClelland's (Achievement)
- Maslow's (Belongingness)

## Empowered Behavioral Management

- Drucker (The practice of self-management)

# Employee Needs Theory

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**Achievement** - The need to demonstrate competence and mastery in your work.

**Power** - The need to exert influence and leadership.

**Affiliation** - The need for belonging and relatedness.

Prioritization of one of these motivational drivers characterizes the behaviors of employees.

Prodoscore allows for the management of remote employee achievement and power needs.

## McClelland's Needs Theory



Considering the three motivating drivers of employee behavior can help leaders manage their remote workforce.

# McClelland's Needs Theory

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The **Need for Achievement** characterizes employees who have a need to take calculated risks accomplishing challenging goals. These employees want to work hard for their rewards and prefer to receive regular feedback on their progress.

*Feelings of accomplishment improve these employees sense of wellbeing*

The **Need for Power** characterizes employees who enjoy healthy competition and enjoy winning. These employees enjoy being seen as important and have a need to get things done. They enjoy leading and influencing others.

→ Prodoscore can help fulfill an *employee's need for achievement* and a *manager's need for power*.

# Prodoscore and Building Positive Organizational Culture

- One of the most notable social psychologists of all time, Abraham Maslow, found that social belonging, defined as teamwork, camaraderie, socialization, and a high sense of connection, is one of the building blocks of basic human needs.
- By fostering a sense of community through healthy competition, any team or organization can build better social relationships and connectivity.
- As community builds, motivation to become a part of the “team” increases.
- Prodoscore can be used as a helpful **performance tool that builds community**, where individuals are learning from another, rather than a tool that is used for unproductive or negative competition.

## Maslow's Hierarchy of Needs



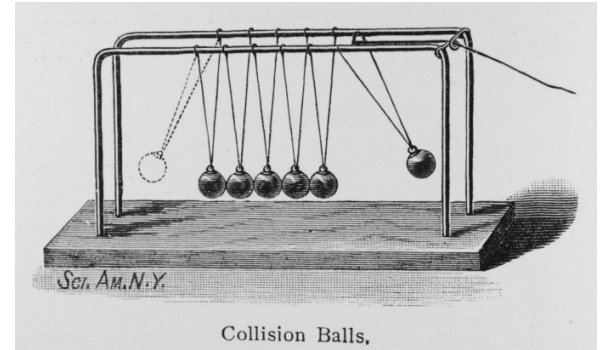
*Prodoscore can help employees develop more positive professional relationships.*

# Prodoscore as an Activity

Peter Drucker, one of the forefront thinkers in management thinking, believed that managers should, above all else, be *active* leaders. In this regard, Prodoscore can be linked to Drucker principles in the following ways:

- Managers and team members can set, review, and revisit organizational goals (ex. KPI's) together.
- Team members can distill organizational goals into individual objectives.
- Managers and team members can evaluate performance based on measurable milestones.
- Team members can receive feedback and rewards relative to progress.

→ In sum, Prodoscore can help achieve “SMART” goals - goals that are specific, measurable, achievable, realistic, and timebound.



# Managing Oneself with Prodoscore

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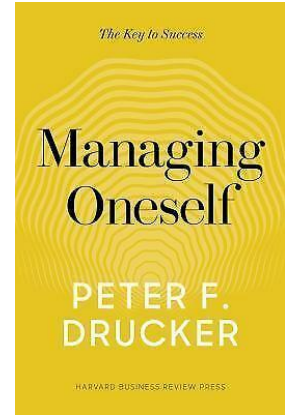
Prodoscore gives employees the control to manage their time and themselves.

Prodoscore enhances self-knowledge.

- Employees can gain self-awareness through feedback of their work habits and identify when they perform best.
- Assures employees they are engaged and productive.

Prodoscore allows for Feedback Analysis.

- Employees can build their own “action plan” through feedback analysis where expected future outcomes are compared to actual results in the future.
- Action plans then operate as personalized coaches helping employees achieve “SMART” goals.



# Case Examples

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- Putting it all together, here are some case examples of the ways Prodoscore can be used to help improve productivity performance through the lens of behavioral science:
  - Tap an employee's need for achievement while working remotely in a strengths based manner.
  - We use benchmarking in sports, how can we begin to adopt a similar approach at work?
  - Exchanges of best practices
    - If the average Prodoscore is 80-85, but a high performer is consistently achieving 90-95, what are the behaviors that they are adopting throughout the workday that can help others achieve the same?
  - Leaderboard statistics that help build community

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