

Using Prodoscore to Improve Employee Productivity Performance



Research conducted and validated by third-party Data Science team, in partnership with the Prodoscore Research Council

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 **Prodoscore™**
Productivity Intelligence

Prodoscore and Behavioral Management Theories

Human Needs

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

Empowered Behavioral Management

- Drucker (The practice of self-management)

Employee Needs Theory

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

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



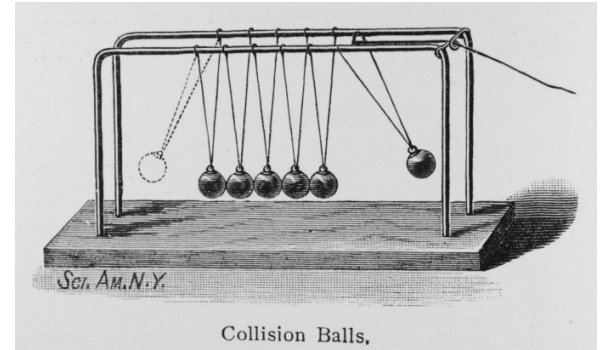
Prodoscore can help employees develop more positive professional relationships.

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

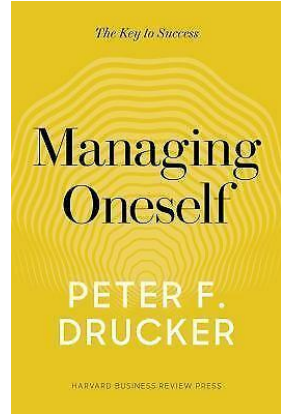
Prodoscore gives employees the control to manage their time and themselves.

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

- 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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