

The Optimistic Workplace Pyramid Definitions by Shawn Murphy

Workplace Essentials	
Financial Fairness	Organizational philosophy that pays employees fairly, including bonuses for the positive impact employees have on profits.
Work/Life Harmony	Organizational practices that emphasize the importance of having a satisfying life outside of work.
Relevant Tools	Employees have the technology and professional tools to efficiently do their best work.
Clarity	Employees are clear on the company mission/vision as well as their goals, priorities, and the expectations placed upon them.
Well-being	Employees are "healthy" physically, psychologically, socially and financially. They also feel their career is in a healthy state.
Recognition	A clear philosophy of recognition dominates the actions of management. Employees at all levels receive praise and appreciation for doing good work.
Self-Expression	
Values Awareness	Employees are aware of their personal core values and are guided by them personally and professionally.
Belonging	Employees believe they are valued by management and the organization. They feel like they fit in.
Psychological Safety	The work environment is a safe zone; employees are encouraged to share ideas, no matter how "silly" or contrarian they may be.
Happiness	There is an emphasis on finding satisfaction from intrinsic motivators that help people become their best self.
Performance	
Feedback	Employees regularly receive positive and constructive feedback. There is a ratio of 7:1 (7 positive interactions to 1 constructive interaction).
Strengths	Employees are competent in their work. They are energized by both their work and the work of their team.
Autonomy	Employees have the freedom to choose how best to perform their work. Employees believe they are responsible for their own actions.
Whole-Person Growth	Employees grow personally and professionally because of their work. They also feel they are growing toward new roles and responsibilities.
Flexibility	Employees can exercise choice in when and where they work in a manner that enables peak performance and benefits the organization.
Flow	Employees experience a sense of exhilaration and deep levels of enjoyment in their work.
Peak Potential	
Purpose	Employees know and believe in the bigger picture. They are guided by organizational purpose to do their best work.
Meaning	Employees feel there is significance in their work. They are positively impacted by what they do.