

# CLOVER FRAMEWORK

Balancing Brain Chemistry  
for Engagement



CLOVER ERA

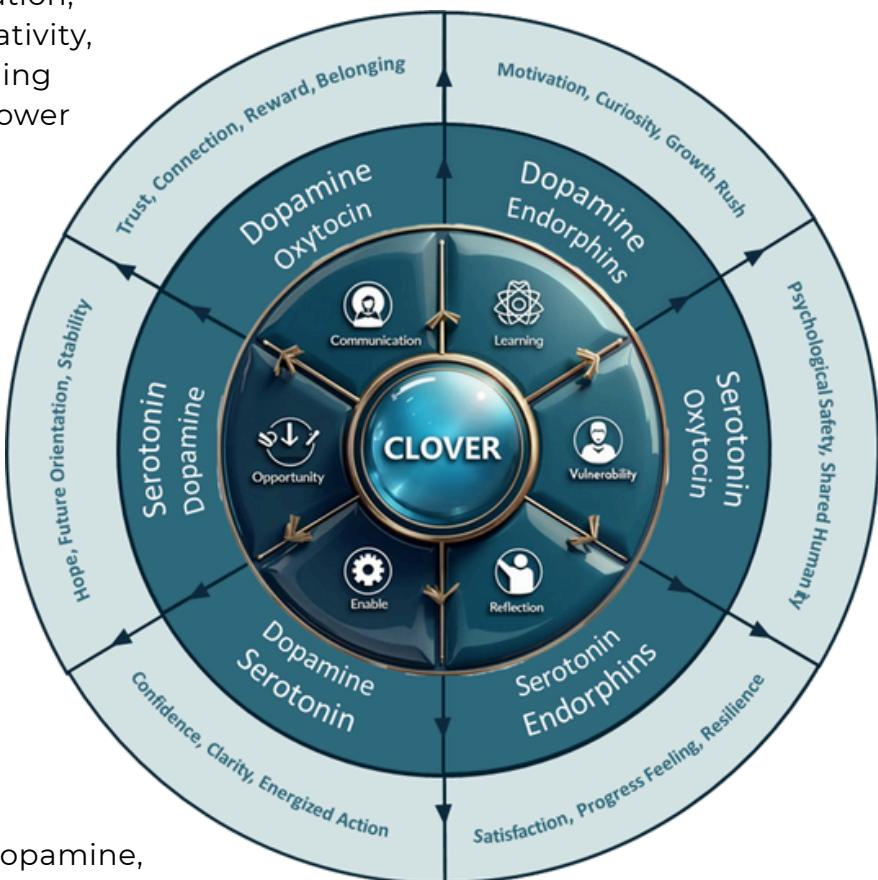
## Neuroscience-Backed Engagement

The CLOVER Framework optimizes workplace chemistry by strategically targeting critical brain chemicals such as — dopamine, oxytocin, serotonin, and endorphins.

This balance promotes sustained motivation, improved collaboration, heightened creativity, and increased emotional resilience, leading directly to enhanced performance and lower turnover.

## The CLOVER Elements

- Communication:** Clear, consistent interactions that foster trust and clarity, boosting oxytocin and dopamine, critical for motivation and social bonding.
- Learning:** Continuous skill-building and growth opportunities stimulate dopamine and endorphins, enhancing motivation, satisfaction, and adaptability.
- Opportunity:** Providing meaningful opportunities to grow, develop, and contribute increases serotonin and dopamine, fueling ambition and career satisfaction.
- Vulnerability:** Creating psychological safety and authenticity at work increases oxytocin and serotonin, essential for trust, cooperation, and emotional resilience.



- Enablement:** Ensuring teams have the tools, resources, and autonomy to succeed elevates dopamine and serotonin, improving morale, autonomy, and effectiveness.
- Reflection:** Regular reflection on successes and areas for improvement enhances serotonin and endorphins, reinforcing a sense of accomplishment and self-awareness.



(212) 918-4448



contact@cloverera.com



www.cloverera.com



11201 North Market Street, Wilmington, DE