

CLOVER FRAMEWORK

Balancing Brain Chemistry
for Engagement



CLOVER ERA

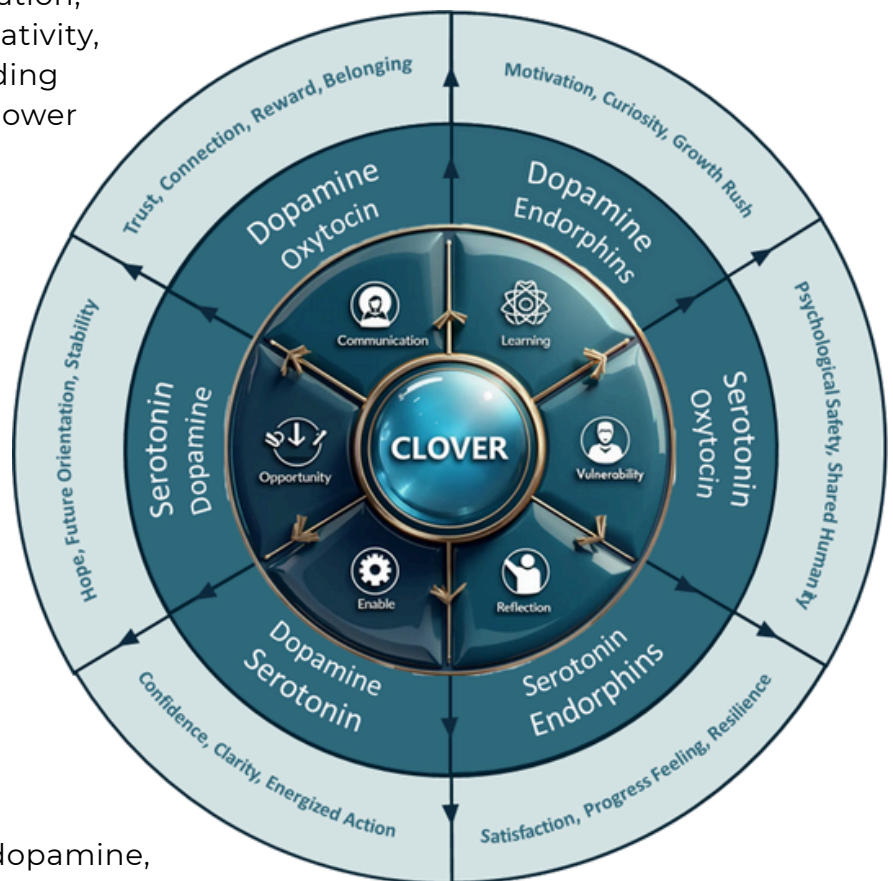
Neuroscience-Backed Engagement

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.



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