



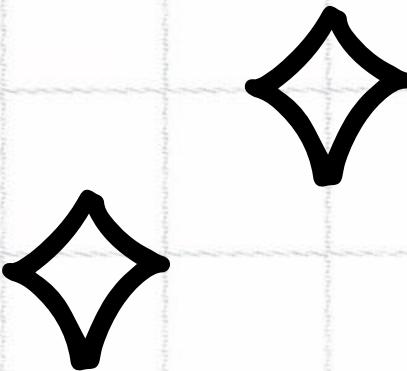
A Case of THE MONDAYS

Discovering Effective Strategies to Boost Team Energy and Engagement

By Aubrey Wade For
TechBash 2025



TechBash 2025



About Me

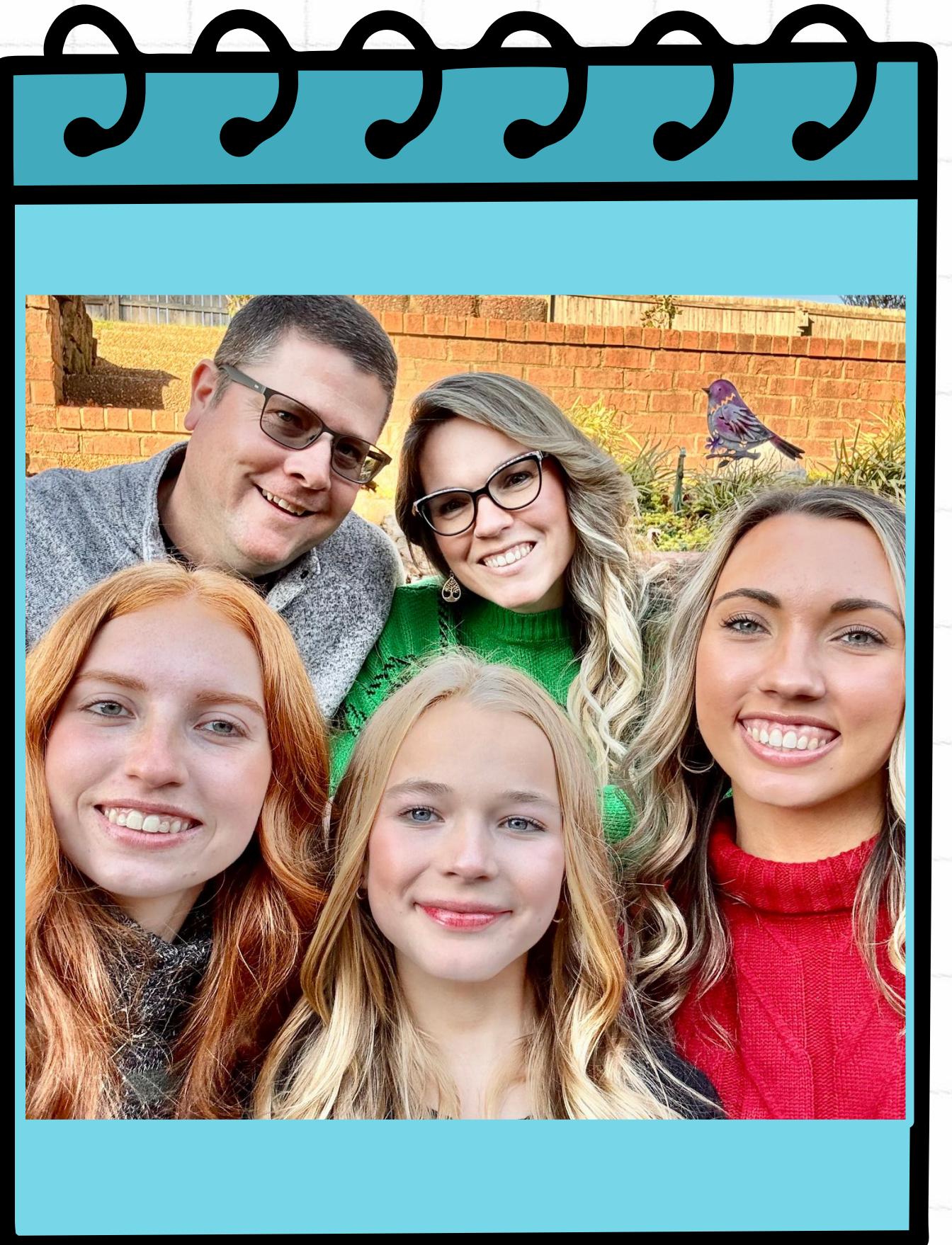
I'm a Business Strategy, Agile & Process expert from Memphis, TN.

I value doing the right things for the right reasons.

I've been working in the Tech / Agile space since 2005. I also am fascinated with the enneagram and studying teams and team dynamics.

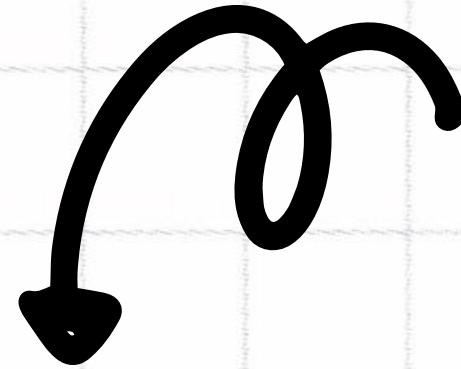
I enjoy helping teams be better, together. I've been speaking at conferences for 10+ years, topics like Agile Process to Team Dynamics.

I'm a mom to two beautiful two college girls and a BUSY middle school cheerleader... AND two adorable tiny velociraptors, I mean Corgis, Shelby (4) and Jack (1).



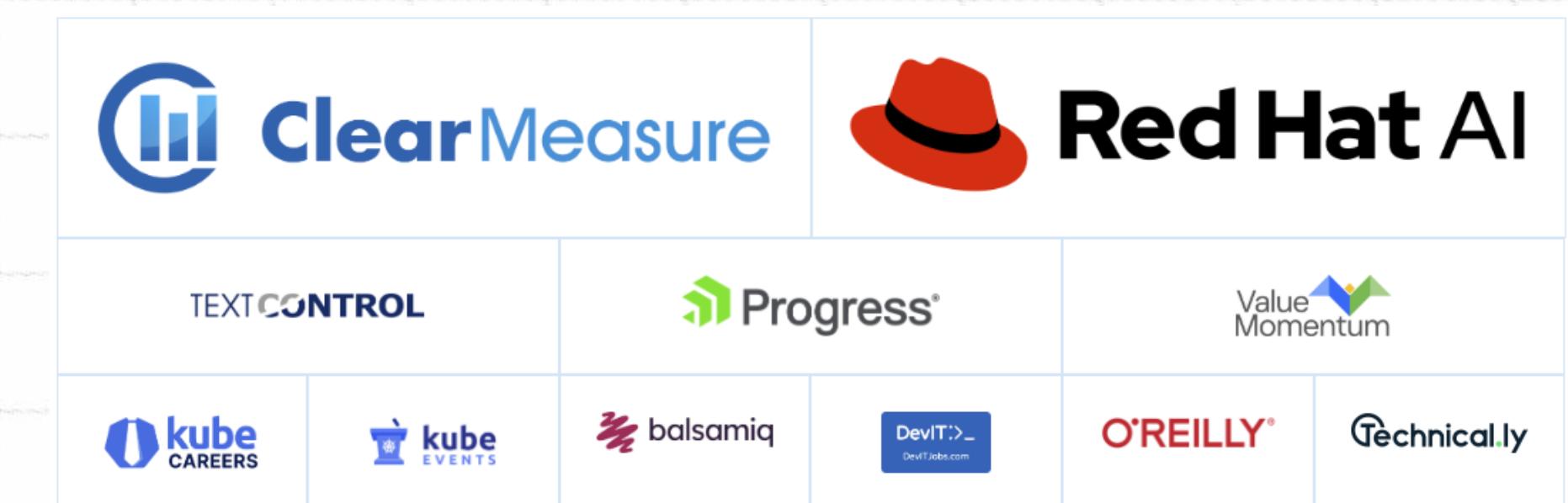
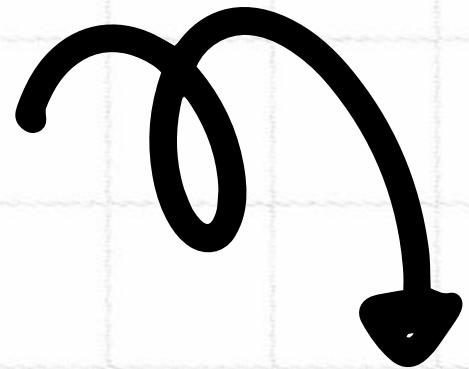


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Big Thanks to:

Techbash and Kalahari Resorts and the rest of this year's
sponsors for having us here today!





Agenda

Today we'll Explore...

01. What is Motivation?

02. The Case of the Perpetual Monday

03. What are the Causes?

04. What are the Impacts?

05. What can we do about it?

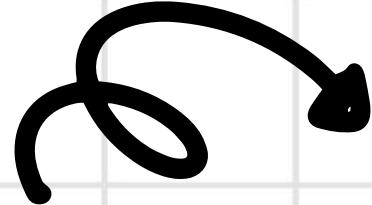
05. How do we make a difference?



what is Motivation?

Motivation is defined as the reason one has for acting a certain way. Motivation is broken into two dynamic internal forces where someone is influenced by both intrinsic and extrinsic factors.





What Influences Motivation *

Fairness

While it is subjective to the person, judgement of the fairness of the reward the person gets is often relative to the input, compared to the reward.

Equity

Equity refers to the ratio of individual job input (skill & effort) to job reward (pay & promotion).

Intention

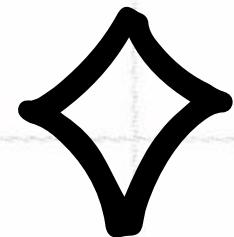
The intention of others impacts someone's motivation. If they think they're being swindled or taken advantage of, they are less likely to contribute to an effort.

Environment

How a person grew up, what they learned (nature v.s nurture) will weigh in on how they process motivation and what matters to them the most.



Types of Motivation

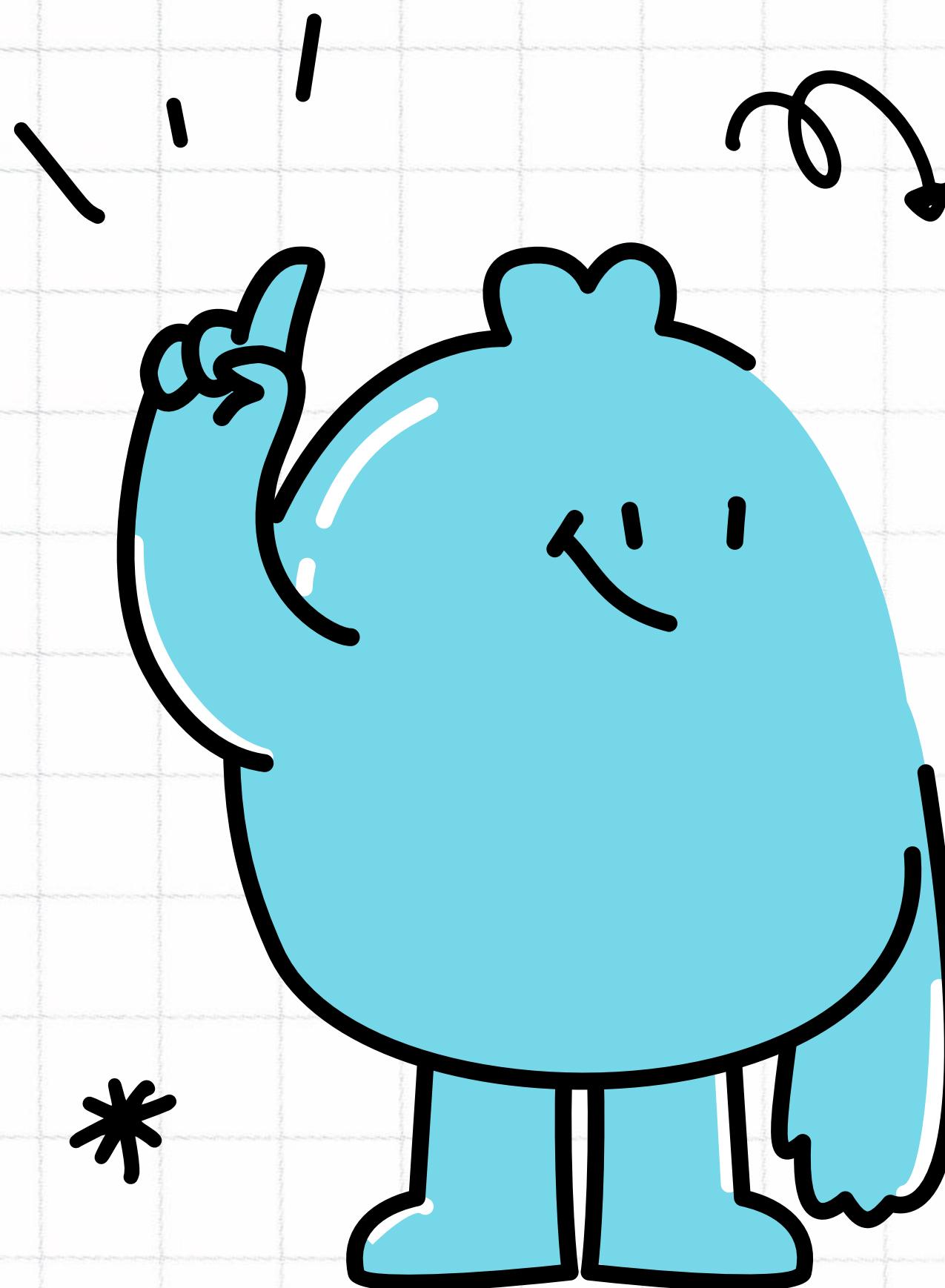


- **Intrinsic**

Intrinsic motivation refers to engaging in an activity for the inherent satisfaction it provides.

- **Extrinsic**

Extrinsic motivation refers to the motivation generated from some artificially induced incentives like awards, prizes, certificates.



How to Increase Intrinsic Motivation

Working towards a Higher Purpose

Extrinsic motivators can also stimulate interest in activities and support individuals who may lack the basic skills needed to complete certain tasks.

Creating Challenges

These challenges should carry personal significance for the individual and involve a level of uncertainty, where success is possible but not guaranteed.

Proving Autonomy

In a workplace, providing autonomy allows individuals to feel in control of their efforts and their environment, helping them realize that their actions lead to meaningful outcomes.

Eliciting Curiosity

Sensory curiosity is sparked by external stimuli like sounds or objects, while cognitive curiosity is triggered by a desire to learn more or deepen understanding.

Cooperation

Opportunities for cooperation can enhance intrinsic motivation. Working with others can create feelings of satisfaction, which in turn boosts motivation and encourages individuals to engage more deeply in activities.

Competition

It allows individuals to measure their performance against others, which can encourage them to strive for personal improvement and greater effort.



How to Increase Extrinsic Motivation



Recognition

Genuine and sincere recognition can increase job satisfaction, enhancing the individual's engagement with work-related tasks.



Rewards & Incentives

A financial reward might involve monetary compensation for following safety guidelines, while non-financial rewards could include praise or attention from superiors, both of which can drive motivation.



Punishment

Like rewards, punishment can also motivate behavior. The fear of penalties may encourage individuals to adhere to rules, such as practicing safety measures or completing tasks like homework to avoid consequences.



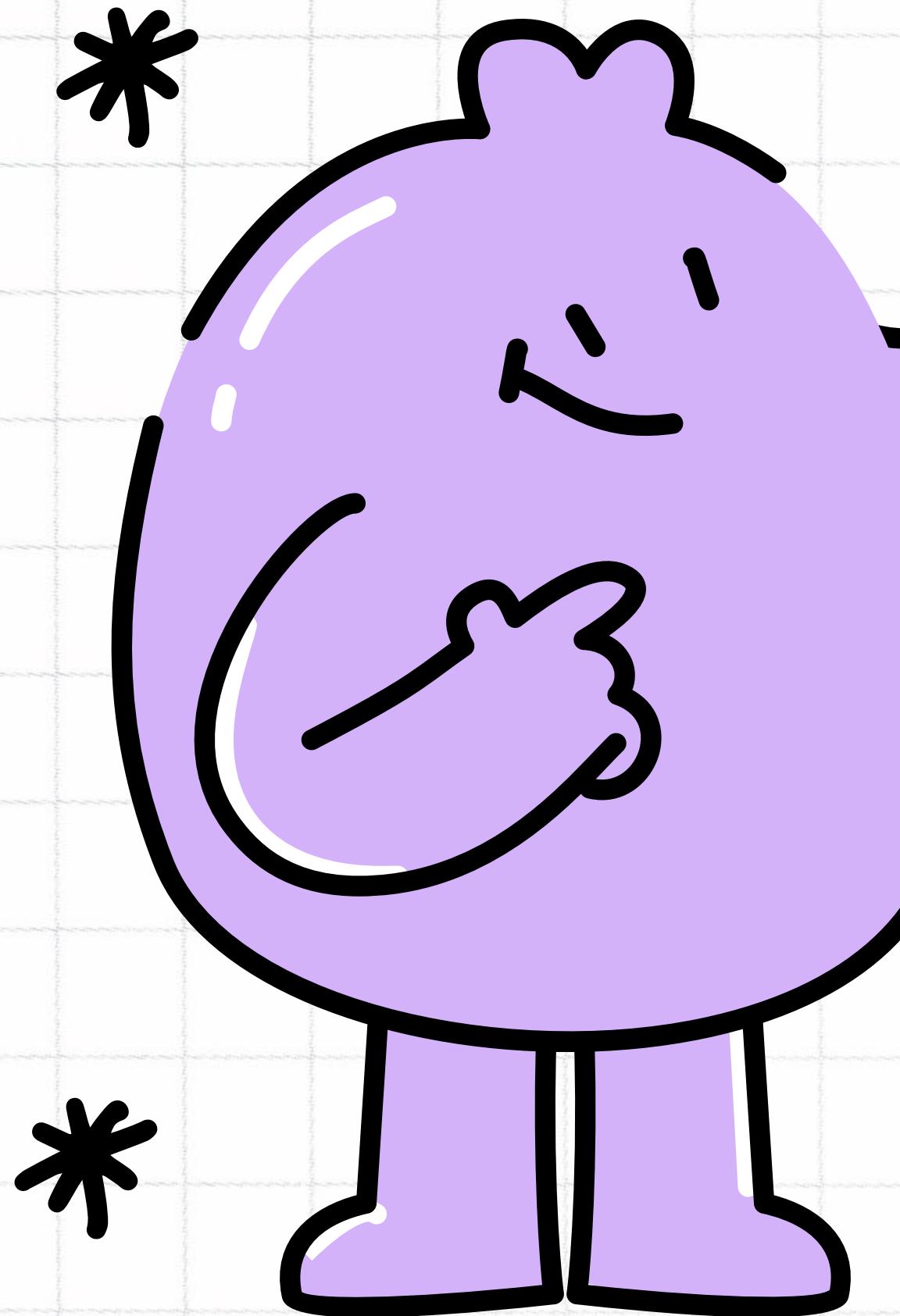
External Pressures

Pressure from important figures, such as parents or supervisors, can also serve as an extrinsic motivator, pushing individuals to meet expectations. When individuals focus more on external incentives, they may lose the natural interest in an activity, viewing it as an obligation rather than something they once enjoyed.

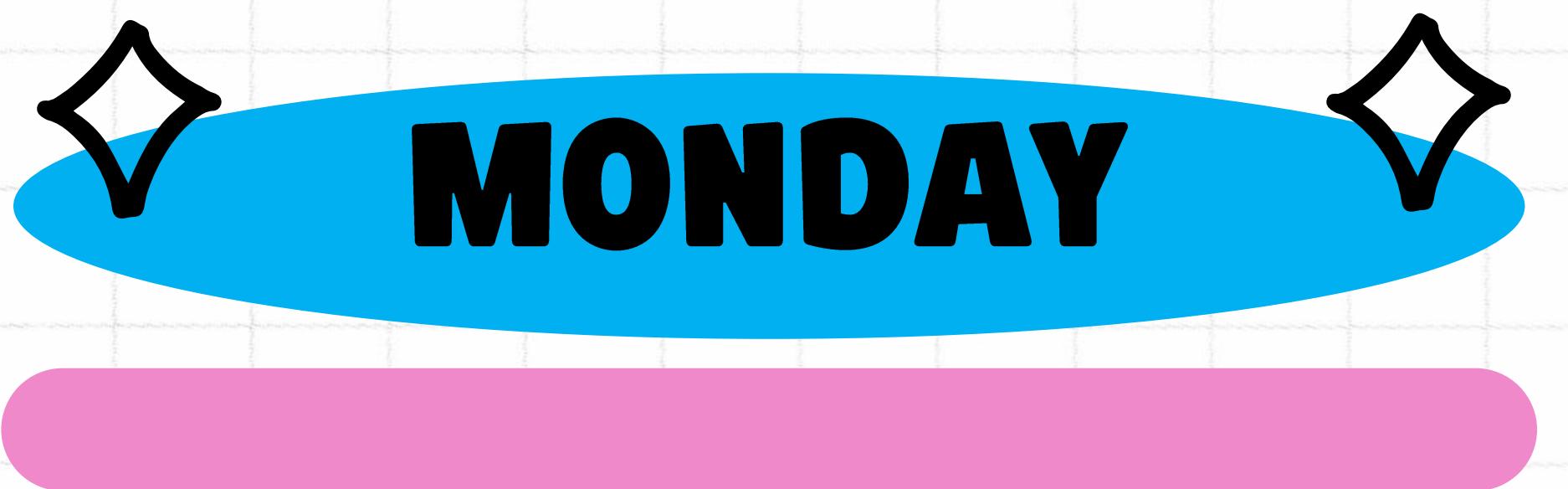




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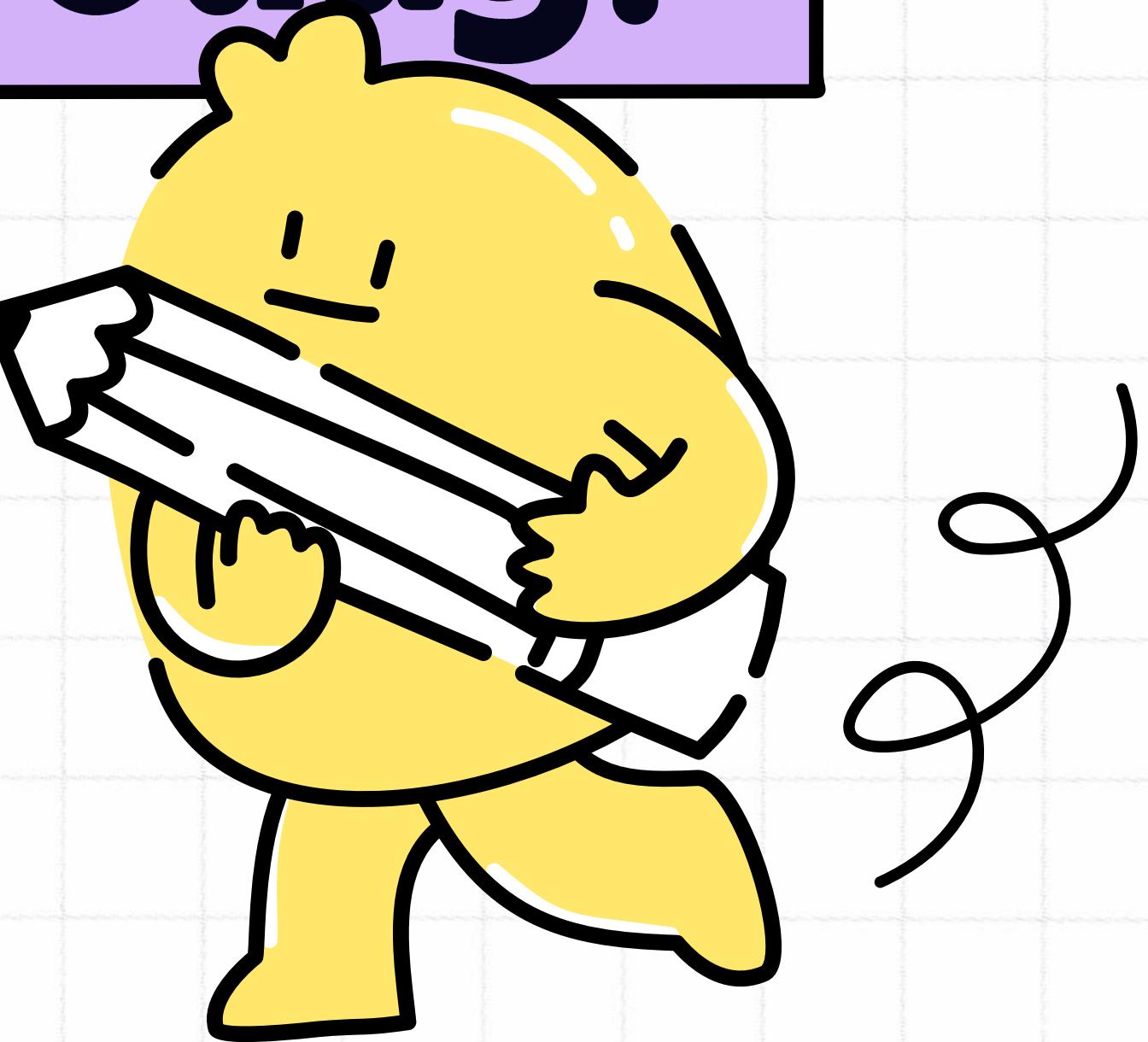
A Case of The Perpetual



**How do we get our teams over
the never-ending Monday Hump?**

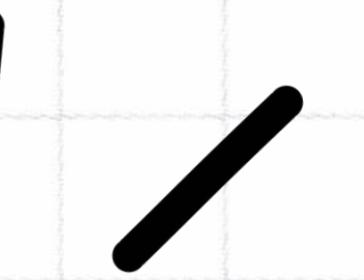
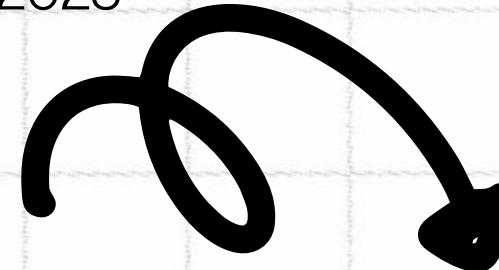


what Does This
Look Like Today?





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THIS IS EXHIBITED MOST DIRECTLY WITH:

Decreased Motivation

How can we get this to matter to not just us,
but our leaders as well?

Great Question... Let's dig in!

Effects of Declining Motivation

Engagement

When employees are not motivated, will not be engaged with the company, the team nor the work

Culture

Lower Motivation lowers employee commitment, trust and want to bring positive change

Burnout

When employee motivation is low, quality suffers, which means, mistakes are high. Your % of outages will usually take a large spike

Team Health

Toxic Behaviors
Lack of Trust in the team
Communication Stops

Quality

When someone isn't motivated they won't want to do good work. Quality is usually one of the first things to go

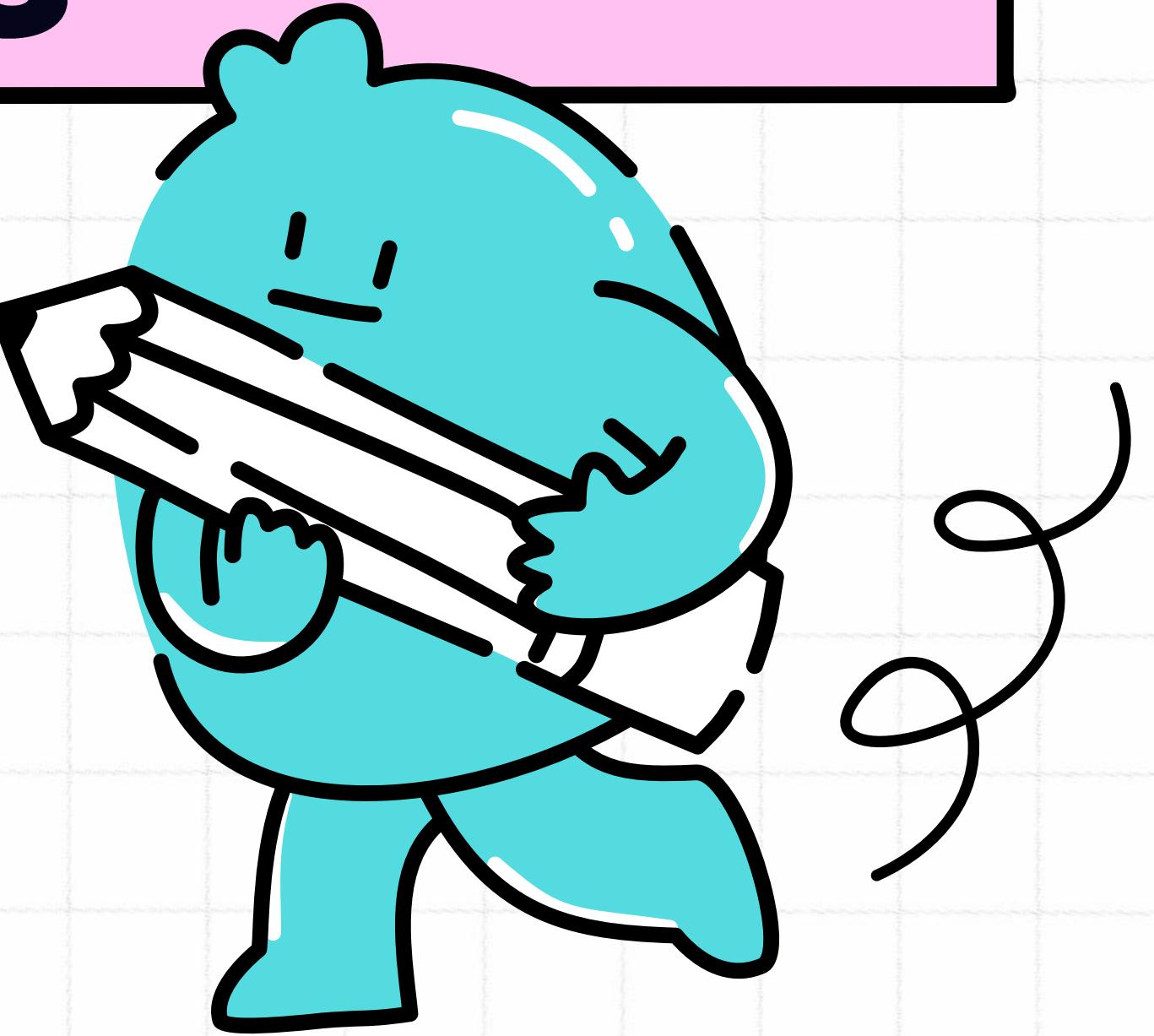
Collaboration

Lack of shared knowledge, paired programming, documentation or repo building



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How did we get here?



What Causes Decreased Motivation

Burnout

Overwork and burnout
Work-life Balance priority
Lack of Flexibility

Career & Compensation

Stagnant pay
Inflation
Pay gaps
Lack of professional Development
Lack of Career Growth
Skills Gap

Leadership & Mgt

Leadership Disconnect
Poor Mgt practices
Communication and empathy are lacking.

Workplace & Org Issues

Hybrid & Remote work challenges
Toxic or misaligned culture
Organizational Uncertainty
RTO policies / mandates are challenging

Engagement & Retention

only 15% of employees world wide report to be engaged.
69% said they would work harder if their efforts were recognized
Employees who feel valued are 91% more likely to stay

Productivity & Performance

Motivated employees are 20% better at their jobs
Highly engaged teams can increase profitability by 21%
Connected employees are 30% more productive



ISSUES FACED BY EMPLOYEES IN 2025

This is a NON-comprehensive list of things INSIDE work



Negative Affects of AI

The “Lead with AI First” strategy is backfiring with employees.

Ethical concerns are not being followed. Employees are blowing the whistle in several big and small companies. Fear of being replaced without upskilling is prevalent.



Sociopolitical Polarization

In the last year, an increase in social and political polarization has heightened the risk of employee conflicts and stress, impacting broader organizational priorities.



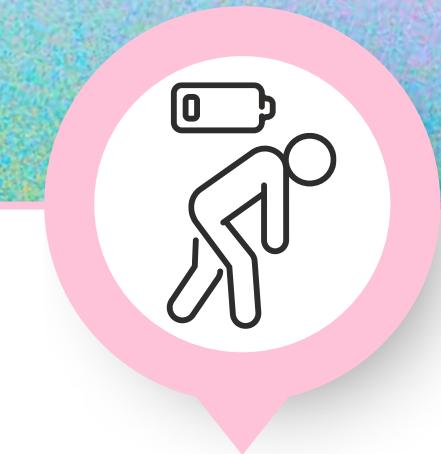
Too Much Change Too Fast

While everyone knows we all must adapt to change, the changes keep coming and before we can adapt, it seems some are changing again! It seems for some it's all just a bit too much.



Not Enough Mental Health Support

With the current political climate and remote work environments, there is a call for more mental health awareness and training for our managerial staff. The ask is for them to become more aware of what to look for and how to guide employees to get help.



Burnout

Developer burnout shows through several warning signs. When passionate programmers lose interest in their projects, that's usually the first red flag. The body shows signs, too. Fatigue, sick, emotional drain and attitude start to drop, irritability.



Not enough people

There's a trend where leaders think they're “trimming the fat”, cutting headcount but not cutting the amount of work to be done - expecting the rest of the staff to do sometimes double the amount or work with $\frac{1}{2}$ the staff.

ISSUES FACED BY EMPLOYEES IN 2025

This is a NON-comprehensive list of things OUTSIDE work



Political issues / Legislation

Political shifts can heighten political discourse in the workplace; differing views can threaten interpersonal relationships. Legislative changes can heighten stress and anxiety for employees, especially if new laws result in the removal of available offerings such as employer- or state-sponsored benefits.



Their Health

In the last year, an increase in social and political polarization has heightened the risk of employee conflicts and stress. Employees fear for their own safety at work, conflicts at work and the stress / worry has taken a toll on their physical and mental health.



The Economy and Rising Costs

Economic uncertainty puts immense pressure on workers. Organizational investments in financial wellbeing are falling short. In their 2025 report, 70% of respondents report economic instability as one of the largest threats to the wellbeing of their workforce.



Volatile Job Market

A recent Forbes study found that 61% of the employees surveyed they are questioned their career path due to the global market and career path. 54% of those people say their mental health is also suffering because of the fear this is causing them. Employees want to work where they are valued.



Loneliness

Staff surveyed over remote and in person teams reported this as one of the highest problems for employees today due to the polarization of topics across the US. This impacts the work day to day motivations and completion of work.

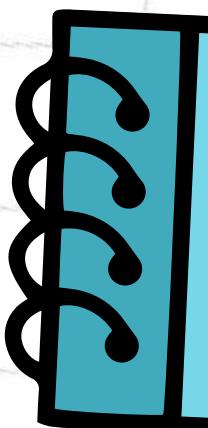


Financial Stress

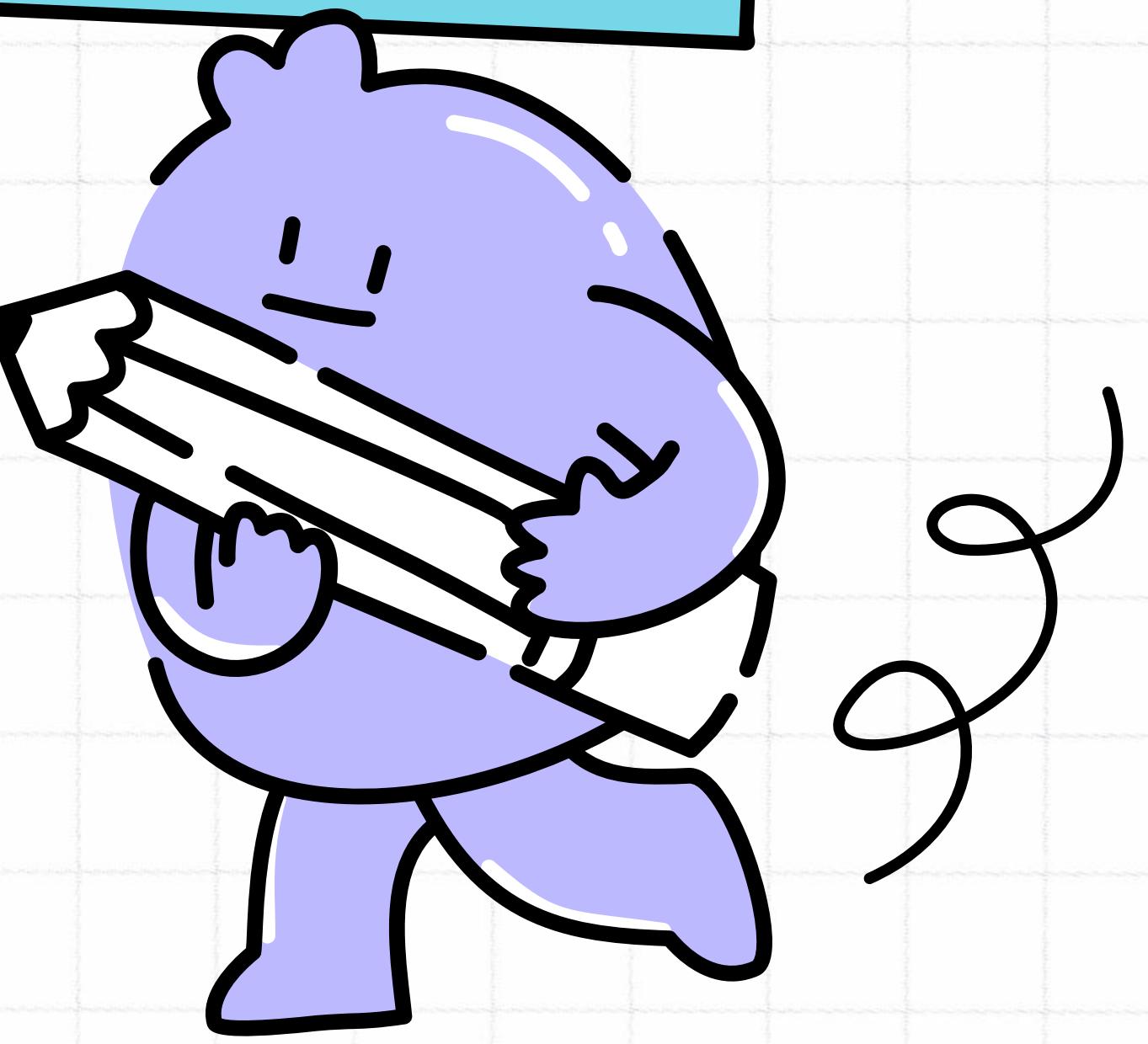
Financial stress is a major contributor to employee's overall stress. Research also shows that a majority of professionals feel stressed at work. This may be due to a workplace culture that normalizes stress or external pressures such as financial concerns.



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How do we Fix it?





Recognition & Rewards

Recognize achievements publicly: Give praise in team meetings or through company channels; Be specific about what you are thanking an employee for, not just a general "thank you".

Growth & Development

Offer continuous learning opportunities: Encourage professional development and provide access to seminars or certification courses; Create clear career pathways.

Environment & Culture

Foster a positive work environment: Create a sense of belonging, and community.

Promote work-life balance: Encourage policies that support a healthy balance between professional and personal life.



Empower Your Employee

When you see disengagement and withdraw, it's usually them "quiet quitting". Find out what they are interested in and empower them to tackle projects they're interested in that will help you! More work isn't a reward!

Increasing Employee Motivation

Compensation

Provide a fair salary and benefits package, such as flexible hours, extra PTO, or team outings. Do frequent pay audits amid inflation and rising costs.

Psychological Safety

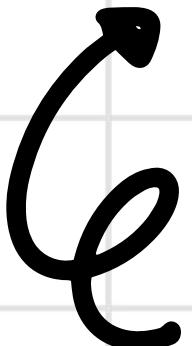
Encourage open communication: Foster a supportive environment where employees feel comfortable sharing ideas and can fail safely when trying new things.

Update Company Goals

Tie company goals to employee success metrics as well as revenue goals. Link employee review to company goals that are relevant to their jobs and fair for their roles

Be Transparent

Being transparent about business decisions, operational methods and the company's vision can create a motivating work environment where employees feel important and valued. It can help them understand how they fit in with the goals.



Effects of INCREASING Motivation

Engagement

81% decrease in Employee Absenteeism with increase in engagement

Culture

Wellness Programs Decrease Employee Absenteeism by 25%

Burnout

Connected Employees Are 68% Less Likely to Feel Burned Out at Work

Team Health

Motivated teams accomplish 13.5% more together

Quality

High level of customer service (80%)

Collaboration

According to Gallup, employees collaborate and communicate more with 70% LESS incidents when engaged and motivated



01. Start with your Employees

Find out what matters to them, meet them where they are to hear them out. If you're an employee, be transparent with your manager / leaders

02. Talk to leaders about the data

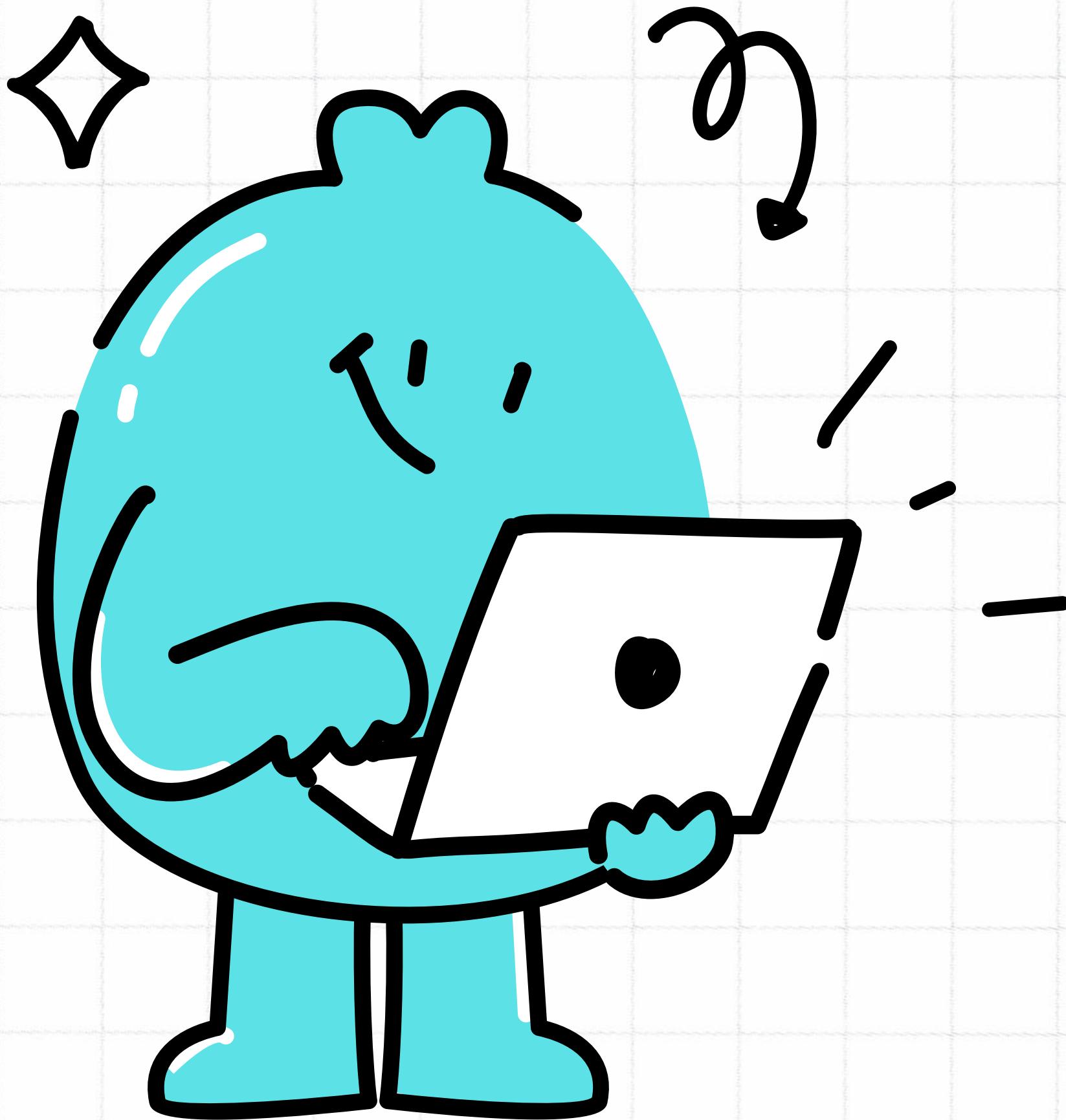
Take the data found in 2025 and share it with your leaders. Help them make the best decisions you can together in this new time.

03. Build up Cultures

Right now, is the time to build up the cultures, not hurt them. Employees are looking for things to hold on to, try not to do things that damage your cultures.

04. Safety First

Humans want to feel safe in 2025. If companies can provide a safe space for their employees, this is the time to do it. This would be safety of any kind.





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Let's Finish Strong!

A CALL TO ACTION FOR ALL OF US

How can we bring something we learned today to our orgs or teams?

What can we do to make a difference back home?

How can we have productive conversations with Leaders?

How can we measure energy, not just productivity?

Create some metrics and goals for yourself. If you need something while at the conference, just ask!



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Let's Stay Connected

Feel free to connect on social media or Linked In!



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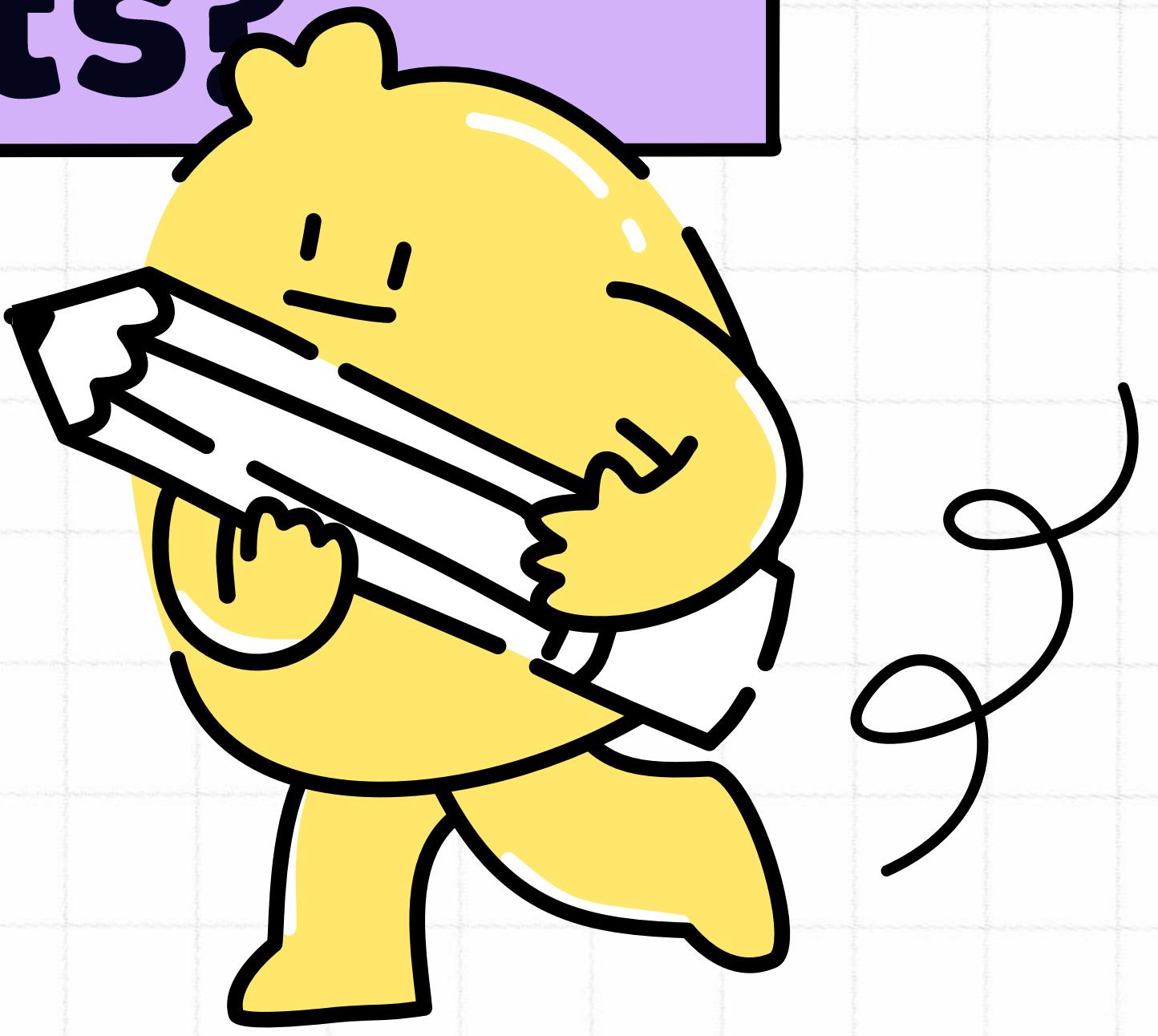
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Q & A?

Comments?



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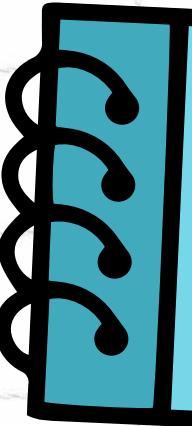


Thank You!

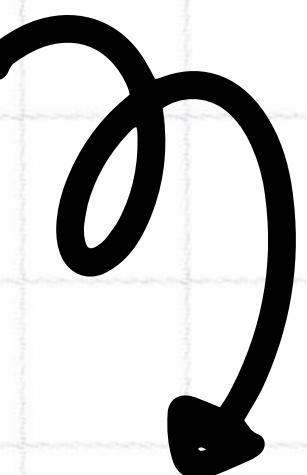
Thank you so much for attending today!
Please give me any and all feedback so I can
bring content that is useful for you in the
future.

AUBREY WADE, WADEING THROUGH LIFE





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