

Designing the Motivating Digital Workplace

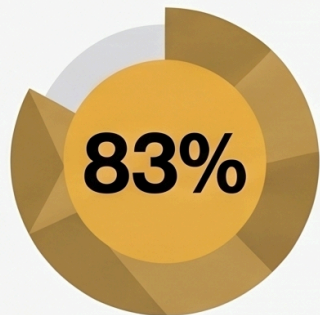
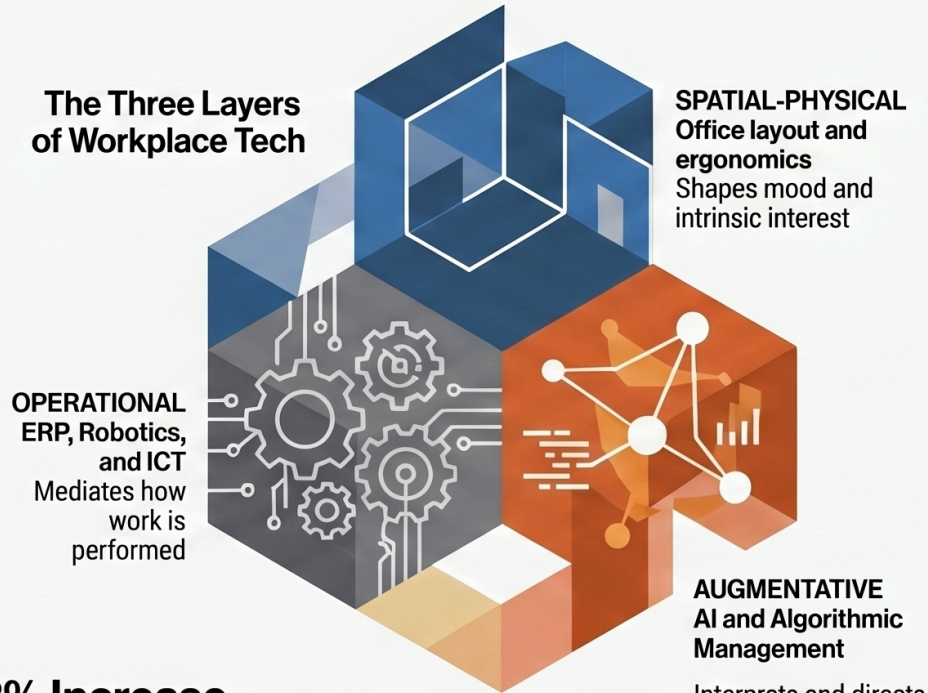
For Chief Operating Officers, HR Strategists, and Operations Executives navigating digital transformation and AI adoption.

THE INDIRECT IMPACT FRAMEWORK

Technology is a “Mediator,” Not a Direct Driver

Tools drive motivation only by reshaping job characteristics, psychological needs, and perceived control.

The Three Layers of Workplace Tech



83% Increase in Variance

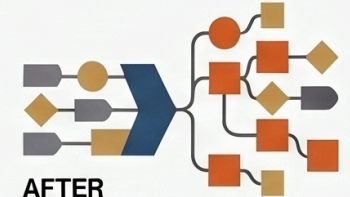
Meta-analytic evidence shows work design features explain significant variance in employee behavioral outcomes.

EVIDENCE-BASED LEADERSHIP RESPONSES

Redesign Jobs Around Technology



BEFORE
Map skill variety and autonomy



AFTER
to prevent role compression.



Prioritize “Means Efficacy”

Motivation relies on the employee’s belief that their tools are reliable and high-quality.

Support Autonomy Through Configurability

Default to employee-controlled notifications and dashboards to satisfy basic psychological needs.

