



No surprise. News of recession will have a negative impact on employee morale. Disheartened employees mean disengaged employees. In the current economic climate if a business is to survive, the work force must be fully engaged-emotionally, physically, even spiritually.

The unfortunate reality is that many companies will go under because of failure to motivate, empower, and acknowledge their employees.

Instead of deliberately and consistently communicating with employees, employers will go into “shut down” mode. The result will be increased fear among employees and mistrust of management.

According to the Respectful Workplace Blog:

“Communicate constantly to minimize uncertainty. Uncertainty arouses the fear circuits in the brain and is an absolute killer to employee productivity. When people are unsure about the stability of their organization, their standing with their boss or supervisor, or a clear understanding of what’s expected of them, most assume the worst. The ensuing stress decreases the amount of a chemical called dopamine in the brain, a chemical that is critical for clear thinking and reasoning by the prefrontal cortex. Continuous uncertainty can also increase the levels of cortisol in the body, too much of which can permanently damage both the brain and the circulatory system.”

The morale to this story is that survival in the current economy will depend on EVERYONE in the organization bringing their best selves to work.