

BOOSTING Employee MOTIVATION WITH LOVING-KINDNESS



New research at SMU, conducted by Professor *Jochen Reb* and his collaborators, Associate Professor *William Tov* and PhD student *Theodore Masters-Waage*, shows that loving-kindness can increase employee motivation and cultivate a positive mental state. This can impact job performance and job satisfaction.

[Read more here.](#)

WHAT IS LOVING-KINDNESS?

Loving-kindness focuses on developing (non-romantic) feelings of kindness and warmth toward oneself and others. Developed through meditation and contemplative practice, loving-kindness appears to instill a high moral compass in individuals.



THE RESEARCH

A research programme was designed to examine the effects of loving-kindness on motivation and affective states at work.

It was found that the practice of loving-kindness:

- (a) increases motivation and;
- (b) cultivates a more positive affective state.

BENEFITS OF LOVING-KINDNESS

Loving-kindness serves as an effective intervention for driving employee behaviour and employee effectiveness.

If organisations promote loving-kindness, job performance and satisfaction will follow.

Organisations should consider offering loving-kindness training as an intervention to accomplish these goals.

