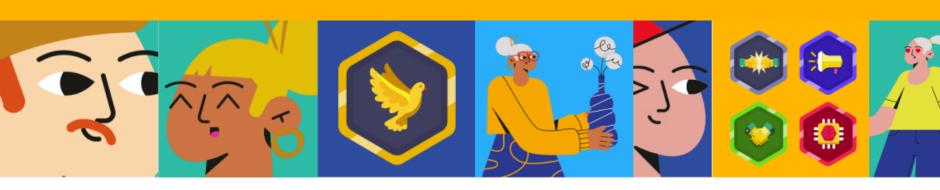# 7 key drivers for being Inspired & Productive

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Objective

To highlight the job **satisfaction**, **productivity**, and overall **well-being** of software engineers through an analysis of **7 key** drivers.

7 essential drivers to keep <u>software engineers</u> motivated and productive.

1. Challenging work

Solving complex problems is considered one of the most **rewarding** aspects of your job, with **86.3%** of your peers citing it as a top source of **job satisfaction**.

2. Learning opportunities

90% of your fellow engineers consider **learning new technologies** to be either "somewhat important" or "extremely important" when it comes to **job satisfaction**.

3. Autonomy and flexibility

The majority of your colleagues, approximately **67.6%**, place a high value on having **flexible work** hours and the option to **work remotely** when considering a job opportunity.

4. Teamwork and collaboration

An overwhelming **65.7%** of your peers consider working with a **talented** and **supportive team** as a top priority for job satisfaction.

5. Recognition and appreciation

A significant **56%** of your colleagues consider **appreciation** for their work as a crucial factor. Additionally, a survey by HBR found that **regular feedback** & **recognition** led to **higher engagement** and **motivation**.

6. Purpose and impact

A significant **70.4%** of your colleagues consider creating something with a **positive impact on the world** as a **top priority** in their work. According to Hired, **68%** are motivated by working on **projects that make a difference.**

7. Compensation and benefits

Compensation is a significant factor when it comes to job satisfaction, with **57.1%** of your colleagues indicating that it's **very important** when considering a new job.

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