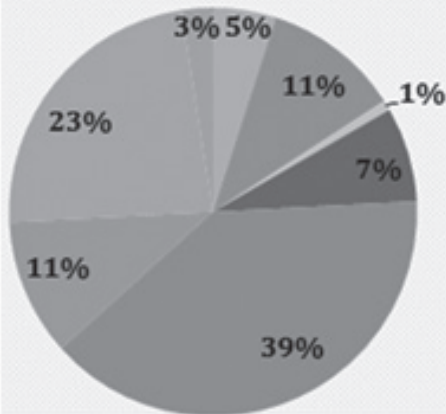


**Figure 5. What Are the De-motivational Factors?**

## Workplace De-motivating Factors



- Outdated technology and programs. Working with inefficient infrastructure.
- Negativity towards ideas that would require more work. Hearing "no" too often.
- Small size of community.
- Organizational aversion to effective change.
- Poor management and oversight.
- Partisan politics interfering with productivity.
- Team members who are hesitant to fully participate and support activities of the organization.
- Disconnect between capacity of administration and expectations of community.