



## Kelly Mackin

**AUTHOR · ENTREPRENEUR/FOUNDER**

Workplace Well-Being Innovator, Human Behavior Researcher, Culture Consultant, Best-Selling Author and CEO of Motives Met

- **Best-Selling Author:** Wrote Work Life Well-Lived, a practical guide to workplace well-being.
- **Innovative Researcher:** Created the Human Needs Assessment™ to enhance workplace well-being and performance.
- **Dynamic Speaker:** Delivers actionable insights on building thriving workplace cultures.

### Kelly Mackin's 2026 Biography

#### About Kelly Mackin

Kelly Mackin is a workplace well-being innovator, human behavior researcher, culture consultant, and the best-selling author of the book "Work Life Well-Lived." She is the CEO of Motives Met, a platform that empowers people to create their best work life and workplace.

Through her no-B.S. approach to well-being and groundbreaking research that challenges the status quo, she helps create thriving cultures where people can be well and perform well at work. Kelly's journey from ill-being to well-being ignited her passion and dedication for helping people cultivate health and happiness in their lives. Her research shows only 16% of people are thriving at work, her mission is to change that.

Her expertise spans mindfulness and meditations to fostering psychological safety, from meaningful team workshops to leadership coaching. As a researcher, she gains insights into significant parts of our lives like values, stress, and emotions to develop frameworks to better understand the world and ourselves to make positive change.

When asked about her proudest moments, Kelly would tell you it was standing at the top of Mount Kilimanjaro in Africa and at Mount Everest Base Camp. Hailing from sunny San Diego, California, you can often find her soaking up a sunset, playing beach volleyball, or sparring in the boxing ring.

#### AVAILABLE FOR

- Speaking

#### KELLY'S SPEAKING THEMES

- Resilience & Stress Management

#### LANGUAGES: English

### Kelly Mackin's 2026 talks & topics

## **MEETING MOTIVES: A New Groundbreaking Approach to Lead a Thriving Culture**

What makes a work life well-lived? Is it purpose? Growth? Flexibility? Achievement? Appreciation? Work-life harmony? Or maybe belonging? Kelly went all-in on her quantitative research to get to the truth, and it will surprise you! She will cut through the noise with her cutting-edge insights, psychology, and bold no-b.s. approach to thriving at work that challenges conventional wisdom and the recycled advice on the internet.

You will learn about the 28 psychological, emotional, and social human needs — or motives — that drive people’s ability to be well and perform well at work. To put insights into action, you will gain a new mindset and roadmap to meet these motives for yourself, the people you work with, and those you lead. You’ll have the knowledge and confidence to inspire a teamwide movement to create a culture together where motives are elevated, leading to greater well-being, connection, and retention.

What sets great leaders apart is shifting beyond the outdated “one-size-fits-none” approach. You will learn to embrace a human-centered, motives-based way of leading—because well-being isn’t universal; it’s personal. These motives don’t matter equally to your employees or team, there is a unique hierarchy of needs that drives each one of us.

Kelly will dive into meaningful takeaways like:

- A new proven approach to reduce stress and burnout
- Embracing “motive diversity” for truly inclusive cultures
- The myths of work-life harmony and the 6 proven pillars to achieve it
- Meaningful motive communication for your best stay interview strategy
- How to overcome the “dream killers” that threaten the dream of the work world we all desire and deserve

Kelly’s research shows only 16% of employees are thriving at work, but we can make ill-being a thing of the past and well-being the way of the future together.

You’ll leave this session with:

- A breakthrough framework that equips everyone to be mindful of, evaluate, and communicate the motives that matter most at work for collective well-being and success.
- The six surprising mindset shifts to cultivate with your team members to create a culture people don’t want to leave.
- The 5-step pathway to create your unique people-first action plan, ensuring the essential motives of your team and organization are met with intention and impact.

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## **MOTIVES MATTER: The Science for Leading Happy, Healthy, High-Performing Teams**

What if everything we thought we knew about thriving at work needs a complete reset? It’s time to challenge the recycled advice and embrace a bold new approach to human-centered leadership. Kelly Mackin shatters the myths and unveils a transformative framework built on her research into the 28 psychological, emotional, and social needs—or motives—that drive happy, healthy, high-performing teams. These human needs like purpose, free expression, growth, belonging, flexibility, self-esteem, and fun—are at the core of your team’s ability to be well and perform well at work, leaving stress and burnout behind.

You will learn to shift from the outdated “one-size-fits-none” approach to a personalized path to motivate and support each team member because well-being isn’t universal; it’s personal. These motives don’t matter equally to your employees; there is a unique hierarchy of needs that drives each one of us to thrive.

Kelly will dive into key concepts like the 6 proven pillars to achieve work-life harmony and meaningful

motive communication to amplify well-being, connection, and retention. You'll gain the confidence to spark a teamwide movement that embraces motive diversity for inclusivity and inspires collective action to co-create a culture everyone wants to be part of together.

Armed with a new mindset, actionable strategies, and fresh insights based on the latest well-being science, you'll have what it takes to take your team—and yourself—to the next level.

You'll leave this session with:

- A breakthrough framework that equips everyone to be mindful of, evaluate, and communicate the motives that matter most at work for collective well-being and success.
- The six surprising mindset shifts to cultivate with your team members to create a thriving culture.
- The 5-step pathway to build your unique people-first action plan, ensuring the essential motives of your team and organization are met with intention and impact.

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### **WHAT MAKES A WORK LIFE WELL-LIVED?**

What makes a work life well-lived? Is it purpose? Growth? Flexibility? Achievement? Work-life harmony? Or maybe belonging? Kelly went all-in on her quantitative research to get to the truth, and it will surprise you! She will cut through all the noise and b.s. with her cutting-edge research that challenges conventional wisdom and popular opinion circulating the internet.

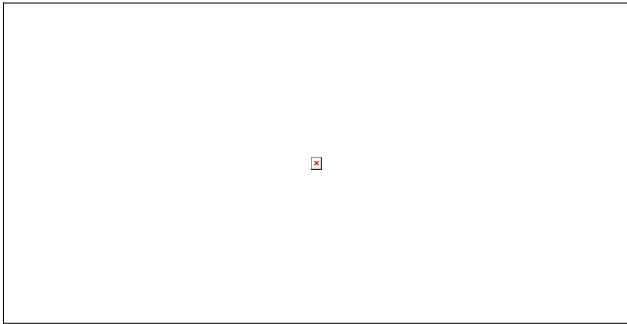
You will gain a new mindset and actionable roadmap to elevate health and happiness at work for yourself, the people you work with, and those you lead. Kelly will dive into meaningful concepts like how to achieve greater work-life harmony, identify the root cause of stress and burnout, embrace “need diversity,” the six mindset shifts that will change everything, and how to overcome the “dream killers” that threaten the dream of a work life well-lived for all.

We spend one-third of our lives at work, well-being isn't a perk, it's a priority. You will leave this session feeling empowered to create a work life you want to wake up to every day and take your career to the next level. You will be equipped to build more meaningful work relationships and be a leader people truly want to work for.

You'll leave this session with:

- A new mindset and actionable roadmap to elevate health and happiness in your work life and workplace.
- The surprising mindset shifts that will transform your approach to work, relationships, and leadership.
- A 5-step pathway to overcome the “10 dream killers” that threaten the dream of a work-life well-lived for all.

## **Kelly Mackin's Videos**



## What Kelly Mackin's clients say

Kelly captivated my audience and left them inspired, but more importantly, empowered with actionable strategies to make a big impact.

**Tracy Holland**

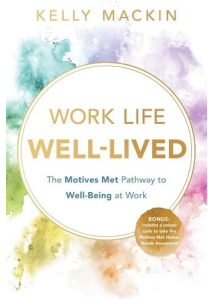
*Award-Winning Entrepreneur and Innovator, Co-Founder, InnerFifth*

Kelly Mackin has used her lived experience to develop groundbreaking research all in the name of helping individuals, teams, and organizations thrive at work. If you are looking for what you are missing in your work well-being strategy, Kelly has the answers.

**Aoife O' Brien**

*Founder, Happier at Work*

## KELLY'S LATEST BOOKS



## **Work Life Well-Lived: The Motives Met Pathway to Well-Being at Work**

### **Similar speakers**



**Clare Kenny**

Most organisations have a wellbeing strategy. Fewer have a culture where people feel safe enough to use it. The barrier is rarely policy or resource: it is leader behaviour. When leaders cannot or will not name their own stress, anxiety, or neurodivergence, no amount of programme investment changes that reality.