Engage…Retain…Prosper

Six Ways to Drive Employee Engagement in Your Organization

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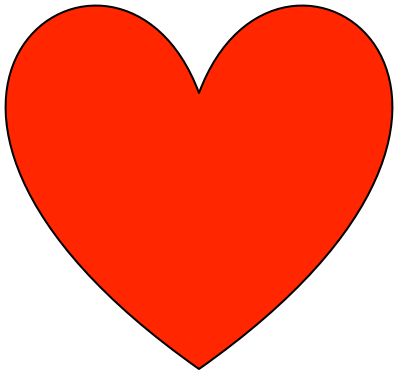
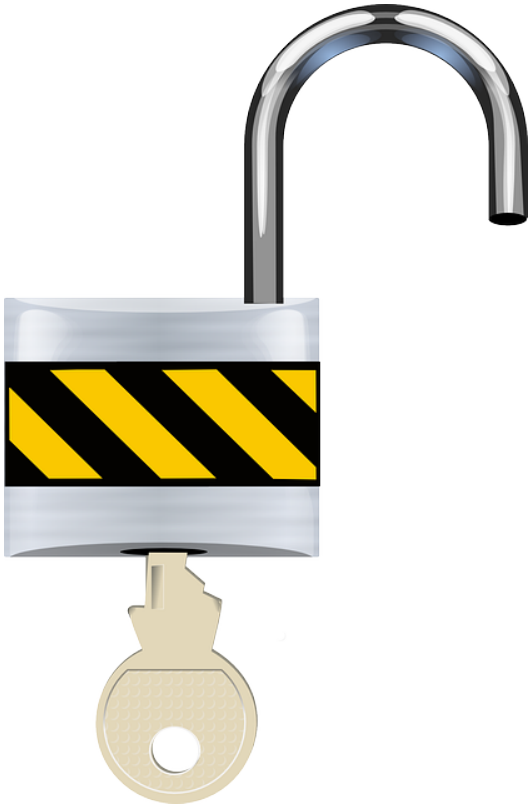
Businesses need productive workers

People want meaningful work in a satisfying work environment

Engaged Employees Are
Committed to the Organization
and
Willing to Put Forth **Extra Effort** to Deliver
Superior Performance



Engagement Is the Key to Unlocking Optimal Performance



Engaged Workers Produce
Amazing Results!

How Engaged Are Your Employees?

COMMITMENT

PRIDE

HAPPINESS

HARDWORKING

What Can **You** Do to Improve Employee Engagement?

Consider **Pay** First

Pay Is a Threshold Motivator

Engagement efforts will not be successful if pay is an issue for employees

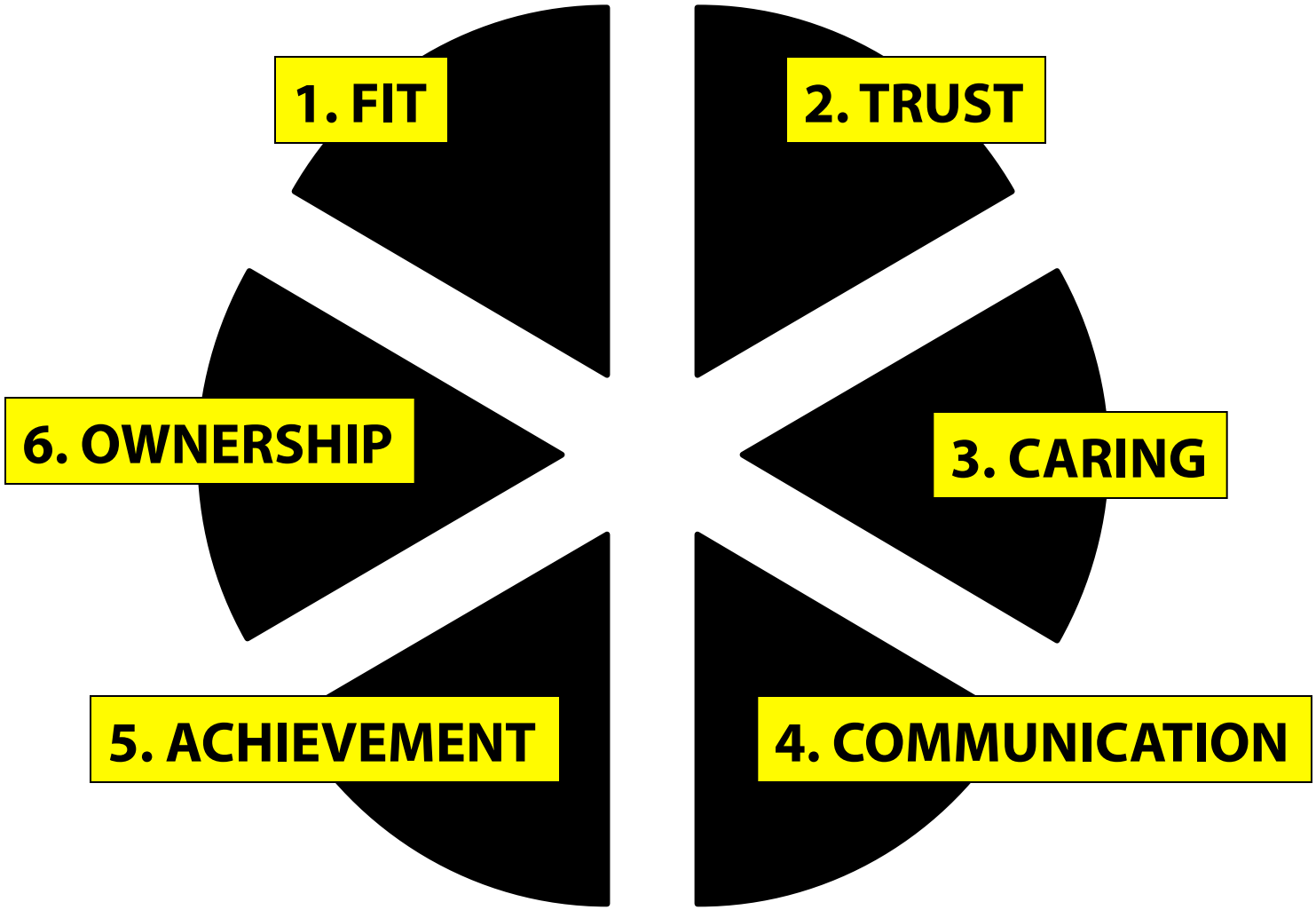
For Pay to Not Be an Engagement Issue…

1. Pay must be **ADEQUATE**
2. Pay must be **FAIR**—both internally—in similar positions within the company—and externally—compared to other similar organizations

If pay is not an issue,
think through these
six Universal Priorities
to improve engagement in your
organization…

6

Six Priorities to Drive Employee Engagement

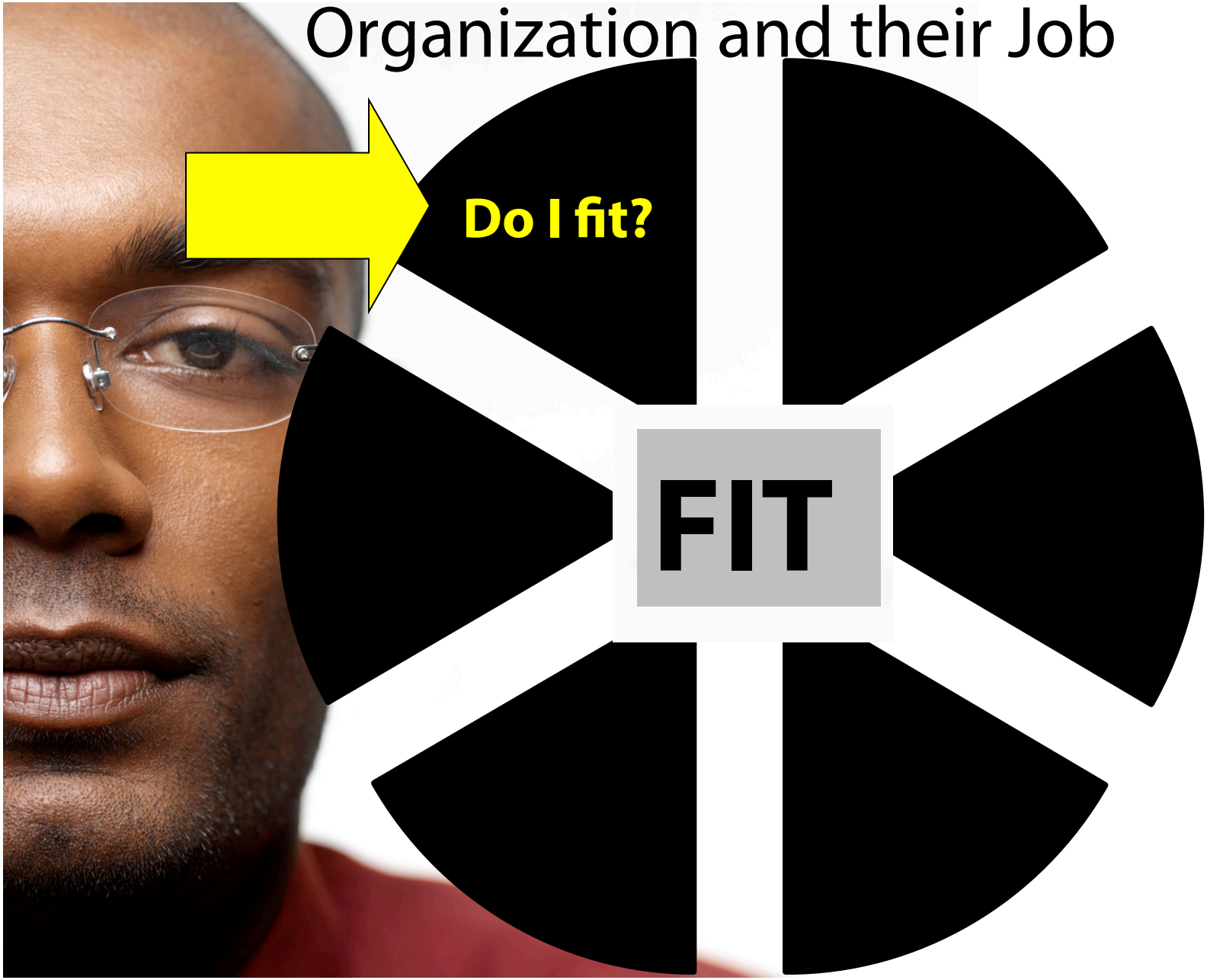


Let’s Begin with the Priority of

FIT

1

Engaged Workers Are a FIT with the Organization and their Job



To Be a Fit,
the Purpose of the Organization
and
the Work the Individual Does
Must Feel **Meaningful**

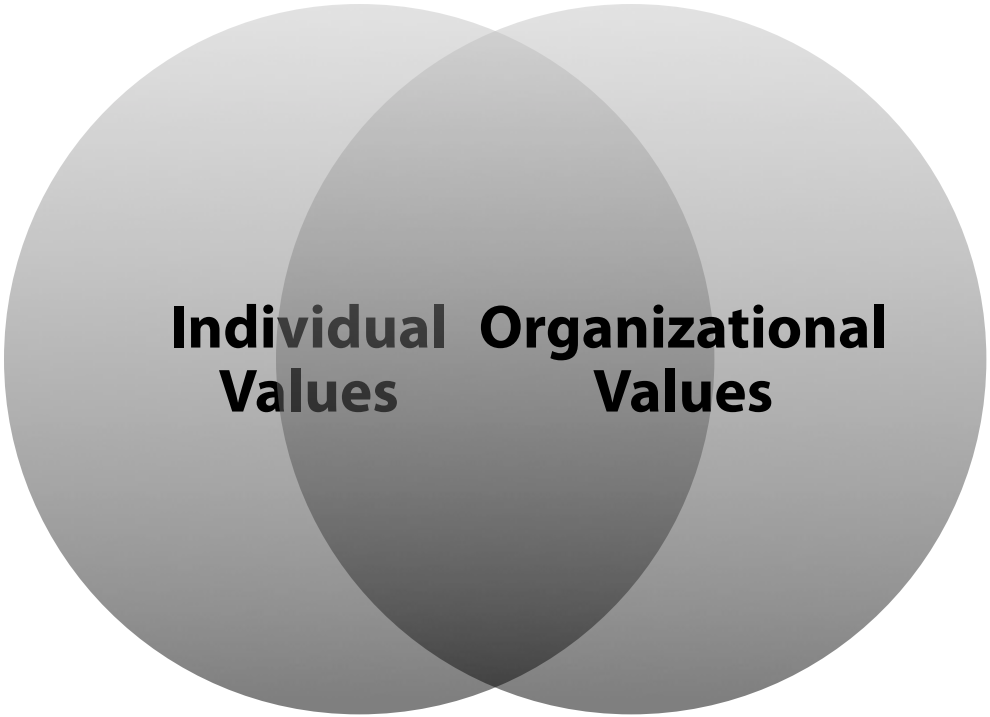
Engaged Workers Feel They Are Making a Meaningful Contribution through Work

To Be a Fit, There Must Be **Harmony**

Are My Values in Harmony with the Organization's Core Values?

Is the Work I Do in Harmony with my Interests, Skills, and Abilities?

Be Sure the Employee's Values Are Aligned with the Organization's Values



Be Sure Employees Are Doing the Right Work

Work Must Fit One's Skills, Interests, and Abilities and Be Challenging

Now Complete Part 1
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #1: FIT—Do I fit?	
	Circle Your Response
1. The purpose of my organization is meaningful to me.	Not At All 1 2 3 4 5 Very Much
2. I feel like I make a meaningful contribution through my activities at work.	Not At All 1 2 3 4 5 Very Much
3. The values of my organization are aligned with my values.	Not At All 1 2 3 4 5 Very Much
4. My skills, interests and abilities are a match with my job.	Not At All 1 2 3 4 5 Very Much

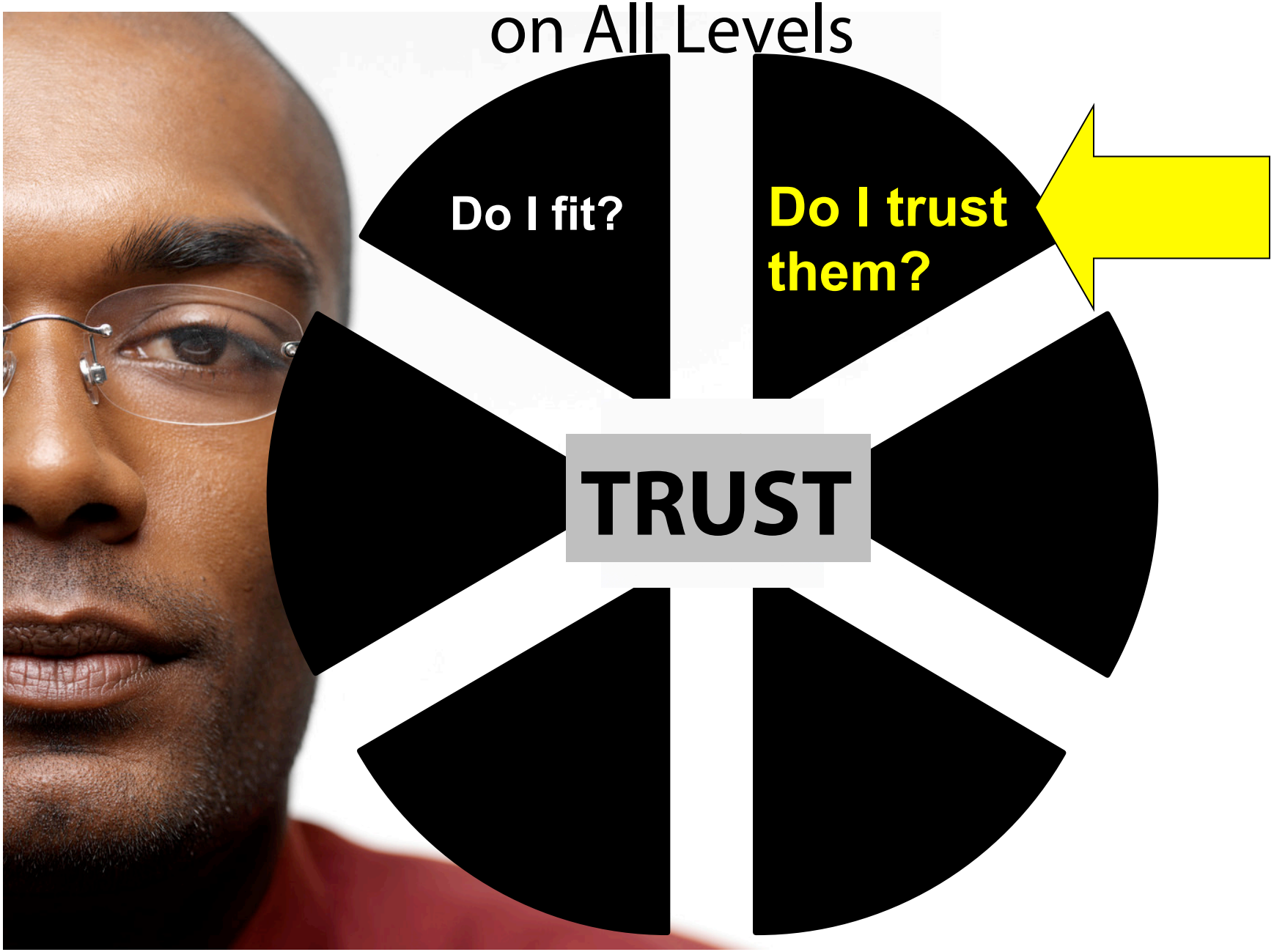
Meaningfulness & Harmony

Next, Is the Priority of

TRUST

2

Engaged Workers TRUST their Leaders on All Levels



To Promote Trust,
Leaders Must Demonstrate

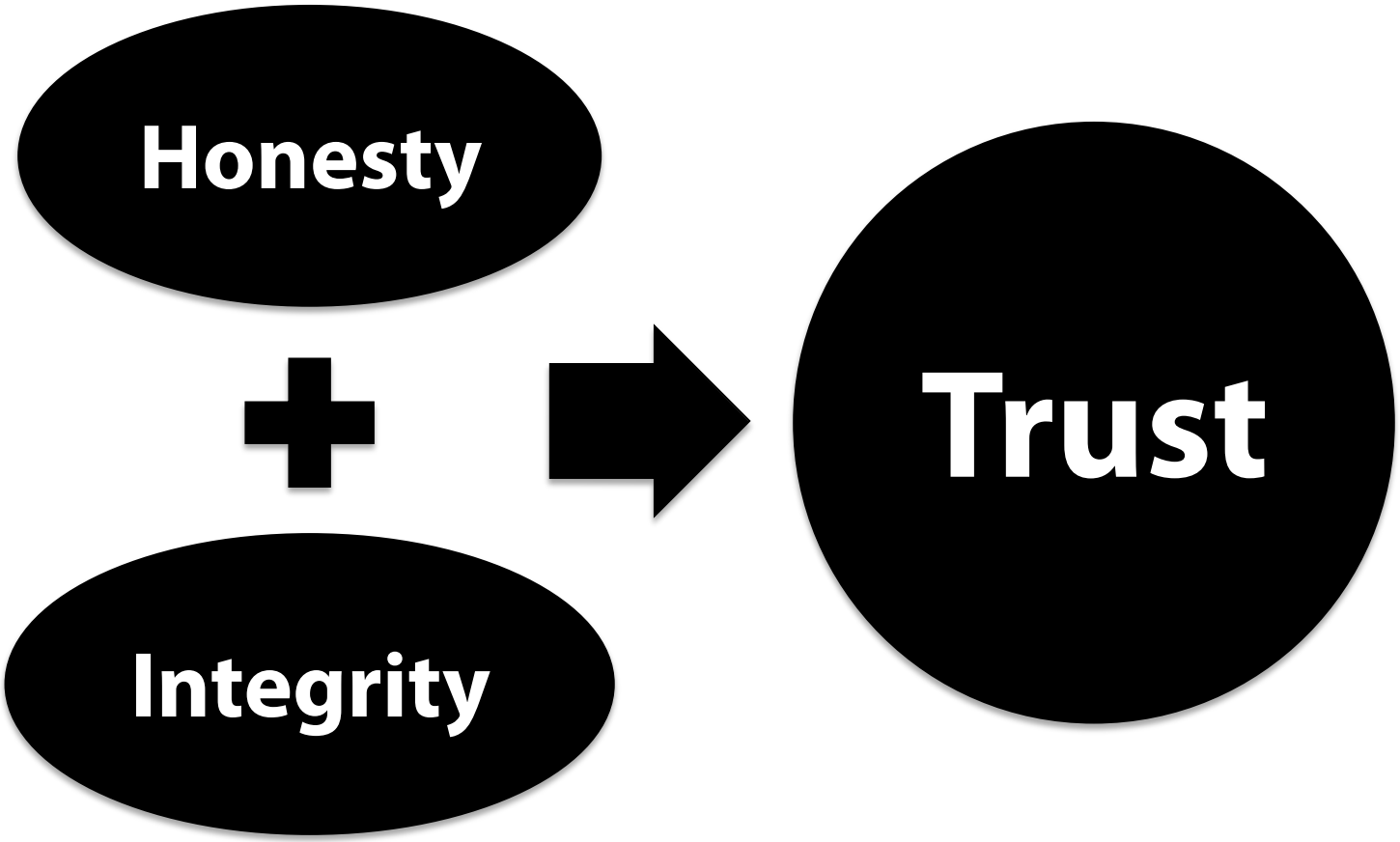
Integrity & Honesty,
Fairness & Consistency,

and

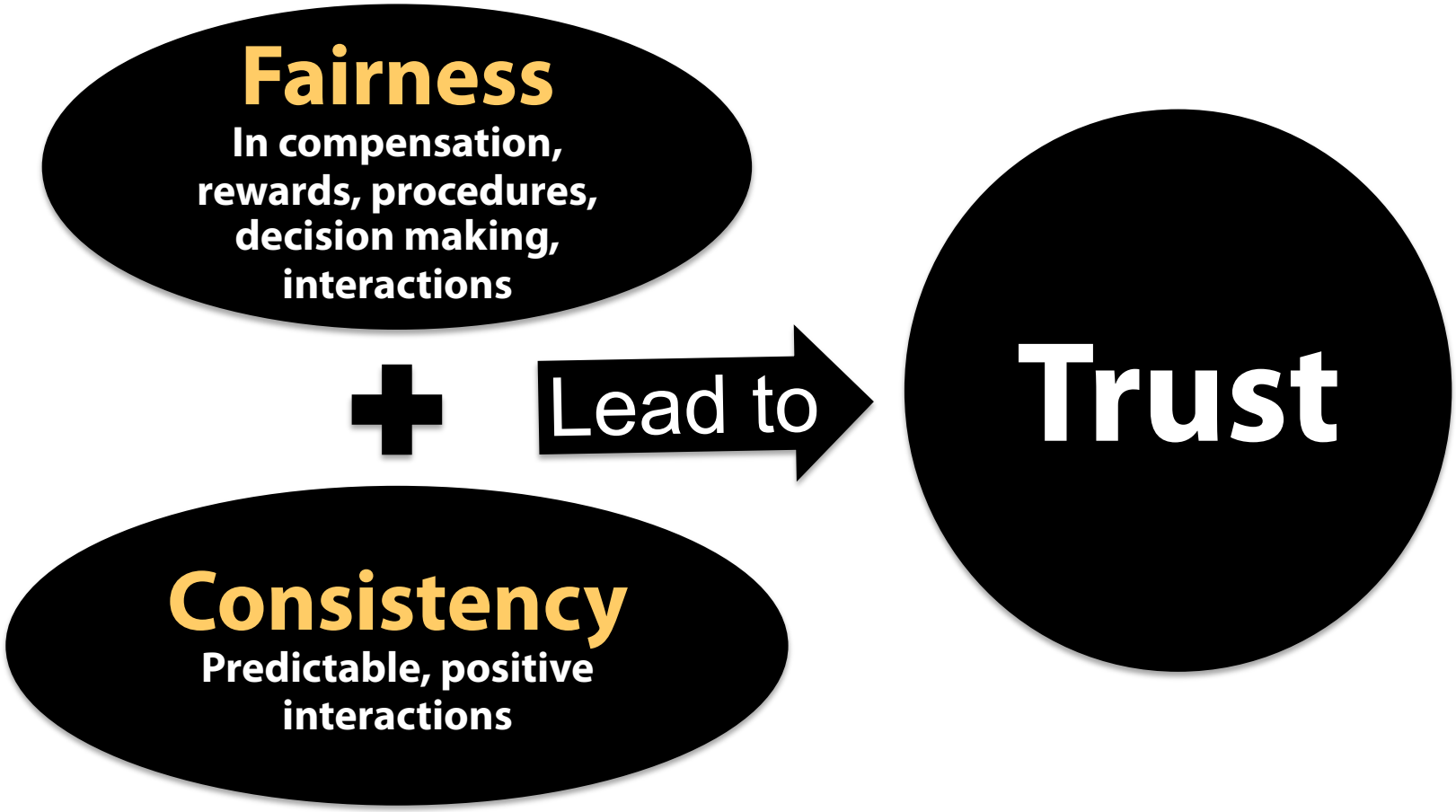
Competence

Do Workers Trust and Respect their Leaders?

Are Leaders Honest, with Integrity?



Are Leaders Fair and Consistent?



Are Leaders Competent?

Now Complete Part 2
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #2: TRUST—Do I trust them?	
	Circle Your Response
5. My senior leaders are honest.	Not At All 1 2 3 4 5 Very Much
6. My immediate supervisor is honest.	Not At All 1 2 3 4 5 Very Much
7. My senior leaders are fair.	Not At All 1 2 3 4 5 Very Much
8. My immediate supervisor is fair.	Not At All 1 2 3 4 5 Very Much
9. My senior leaders are competent.	Not At All 1 2 3 4 5 Very Much
10. My immediate supervisor is competent.	Not At All 1 2 3 4 5 Very Much

Trust

Integrity & Honesty, Fairness & Consistency, Competence

Next, Is the Priority of

CARING

3

Engaged Workers Have a Caring Workplace

In Caring Organizations,
Relationships Matter.

Employees Feel
Kindness, Support, Camaraderie, and a Sense of **Belonging**

Does Work Feel Like Family?

Do You Have Friends at Work?

Do Senior Leaders Care?
Engagement Must Flow Downhill

Are Managers Supportive?

Do Managers Provide Employees the Resources to Do Their Jobs Well?

Do You Feel Camaraderie at Work?

Now Complete Part 3
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #3: CARING—Do they care about me?	
	Circle Your Response
11. Senior leaders care about me.	Not At All 1 2 3 4 5 Very Much
12. My immediate supervisor cares about me.	Not At All 1 2 3 4 5 Very Much
13. I have the materials and equipment I need to do my job right.	Not At All 1 2 3 4 5 Very Much
14. I care about the people I work with.	Not At All 1 2 3 4 5 Very Much
15. I have friends at work.	Not At All 1 2 3 4 5 Very Much

Caring

Relationships, Kindness, Support, Camaraderie & Belonging,

Next, Is the Priority of

COMMUNICATION

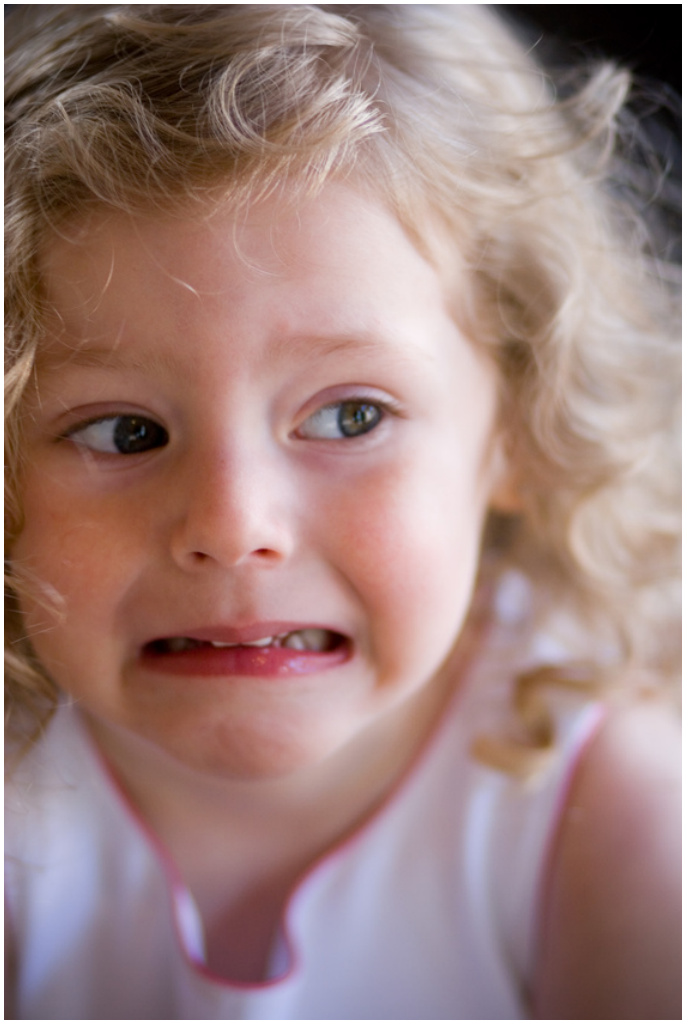
4

Communication Is Critical to Engaging Employees

To Promote Communication,
Organizations Value
Certainty,
Transparency, and
Openness

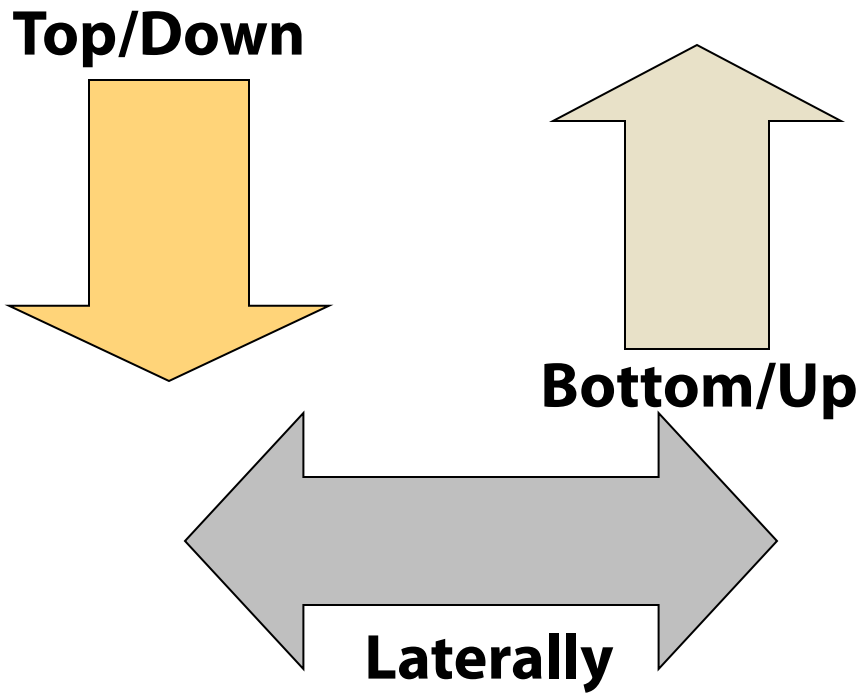
Communication Drives Satisfaction which Drives Engagement

Communication Lowers Uncertainty—Uncertainty Can Paralyze an Organization



Create a Plan for Sharing Information

Be Sure Information Flows in All Directions



Be Sure to Listen to Employees

Now Complete Part 4
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #4: Communication—Am I informed & do they listen?	
	Circle Your Response
16. Information about the organization is freely shared.	Not At All 1 2 3 4 5 Very Much
17. I know what is expected of me at work.	Not At All 1 2 3 4 5 Very Much
18. My manager listens to me.	Not At All 1 2 3 4 5 Very Much
19. My opinions seem to count.	Not At All 1 2 3 4 5 Very Much

Communication

Certainty, Transparency, Openness

Next, Is the Priority of

ACHIEVEMENT

5

Engaged Employees Learn, Grow, Achieve

To Promote Achievement,
Organizations Encourage
Feedback,
Learning & Development,
Recognition, and
Progress

Do I Receive Feedback?

Do I Have the Opportunity to Learn and Grow?

Do They Recognize My Efforts and Accomplishments?

Am I Making Progress in Meaningful Work?

Now Complete Part 5
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #5: ACHIEVEMENT—Am I developing and achieving?	
	Circle Your Response
20. I receive feedback on my performance.	Not At All 1 2 3 4 5 Very Much
21. I receive valuable training & development opportunities.	Not At All 1 2 3 4 5 Very Much
22. There is someone at work who encourages my development.	Not At All 1 2 3 4 5 Very Much
23. I get recognition or praise for doing good work.	Not At All 1 2 3 4 5 Very Much
24. I see the progress I make toward achieving goals that matter to me.	Not At All 1 2 3 4 5 Very Much

Achievement

Feedback, Learning & Development, Recognition, Progress

Next, Is the Priority of

OWNERSHIP

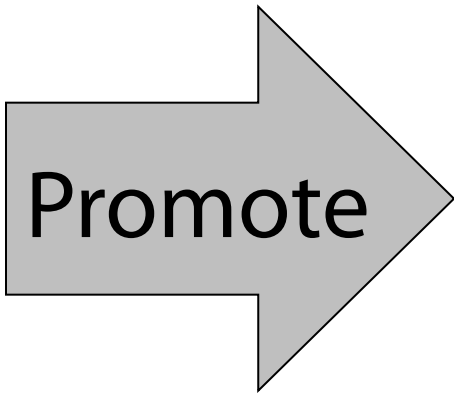
6

Engaged Employees Feel Ownership

To Promote Ownership,
Organizations Support
Autonomy,
Flexibility,
Participation & Involvement,
and
Responsibility

People Support What They Help Create

Autonomy, Involvement, & Responsibility



Ownership

Engaged Workers Have Flexibility and Autonomy

Engaged Workers Are Involved in Decision Making

Now Complete Part 6
of the
Employee Engagement Audit
to Assess the Drivers of Engagement

Employee Engagement Audit

Driver #6: OWNERSHIP—Do I feel like an owner?	
	Circle Your Response
25. I have autonomy in my job.	Not At All 1 2 3 4 5 Very Much
26. I have flexibility in how I achieve my goals.	Not At All 1 2 3 4 5 Very Much
27. I am included in decision making that impacts me.	Not At All 1 2 3 4 5 Very Much
28. I am given substantial responsibility.	Not At All 1 2 3 4 5 Very Much

Ownership

Autonomy, Flexibility, Participation & Involvement, Responsibility

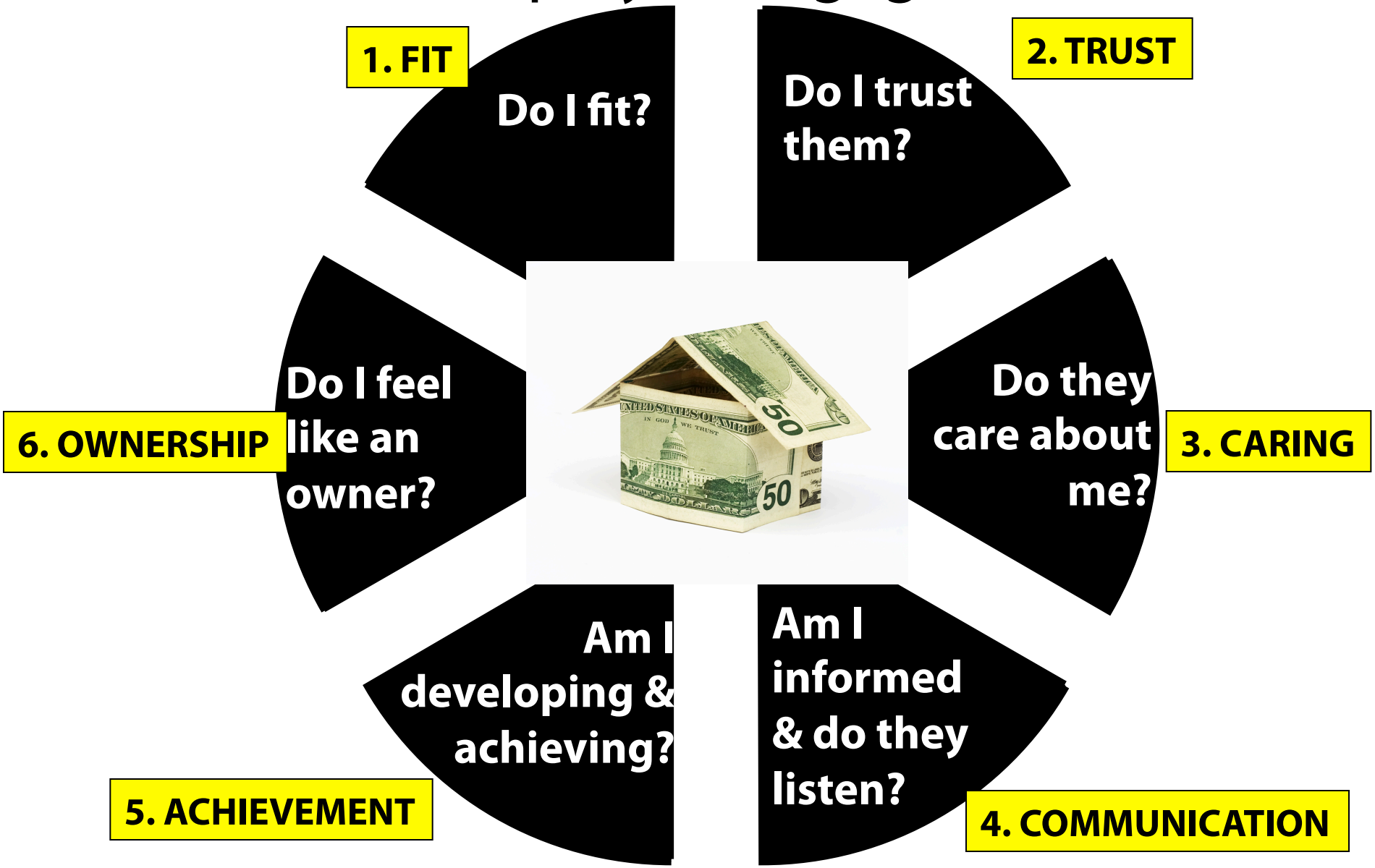
Engagement Is the Responsibility of
Everyone

Find Ways to Engage **Each Individual** You Manage!

Do Your Best to Work in an Organization Where You Will Feel Engaged

I my company & my job

Remember the Six Universal Priorities that Drive Employee Engagement



Engaged workers have a profound impact on your organization’s success!

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