



## Employee Engagement

Do you currently feel enthusiastically engaged with your job?



Does your organization support engaged employees?

## Definition

As an engaged employee:

- you find meaning in what you do, and
- you bring your full potential to work with energy.

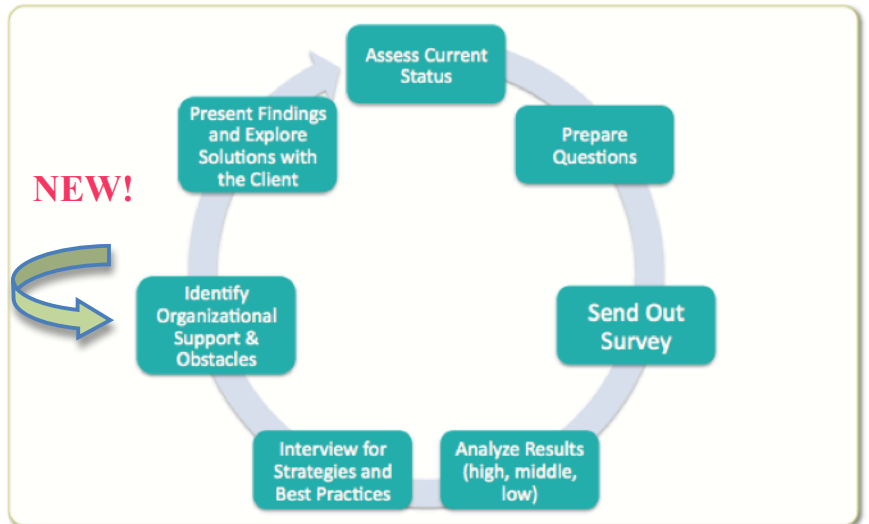
It affects how you show up at work.

Engaged employees result in better performance, collaborative relationships, and committed participation.

## Results of Employee Engagement Intervention

- Employee Well-being & Attract Talent
- Higher Productivity & Higher Efficiency
- Improved Morale & Employee Retention
- Customer Satisfaction
- Environmental Alignment

## Process



## High & Low Engagement Analysis

- The best practice is having a strategy
- The most engaged employee
  - Has a strategy to continuously improve work and environment
  - Thinks that the strategy is doable
  - Takes an action to make it happen (self training, increasing knowledge, talking to others, focusing efforts)

*Versus*

- The least engaged employee
  - Does not have a strategy
  - Thinks that nothing will help
  - No action is taken to become more engaged

## Sample Survey Questions

- *When I work, I feel full of energy*
- *I (or My colleagues and I) am asked for input when a decision is made*
- *I can persuade decision makers*
- *The mission/purpose of my company makes me feel my work is important*