

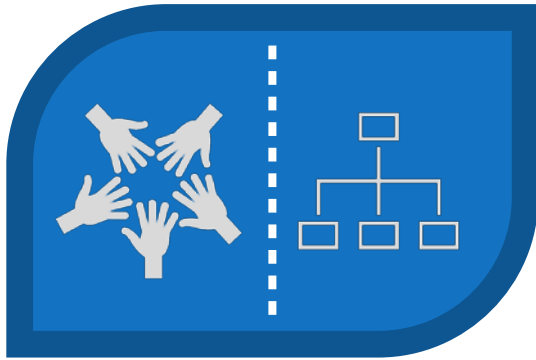
The Senses of Employee Engagement



Presented by
Del Gilbert

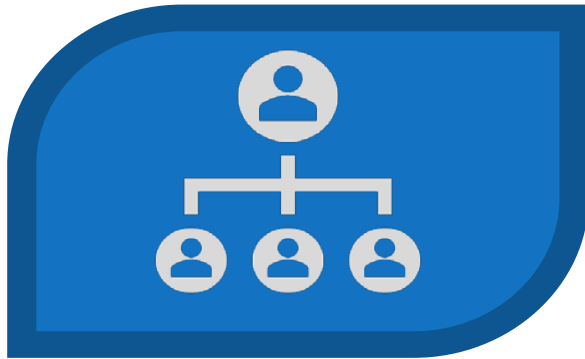
 *Accelerating* Excellence

Employee Engagement **Definition**



The amount of **commitment** and **enthusiasm** one has for their job and their organization.

Session Objective



To identify 7 simple, effective, no-cost ways to engage employees and to inspire leaders to practice them.

3 Levels of Employee Engagement



Polling Question 1

According to Gallup Management Research, what percent of employees do you think are **Actively Engaged**?

A – 29%

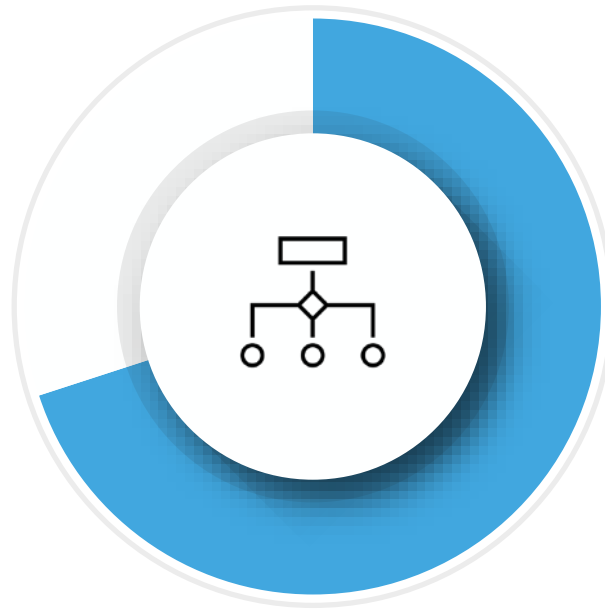
B – 54%

C – 17%



Employee Engagement

70%



OF AN EMPLOYEE'S
ENGAGEMENT
IS **DETERMINED** BY
THE RELATIONSHIP
WITH THEIR DIRECT
SUPERVISOR

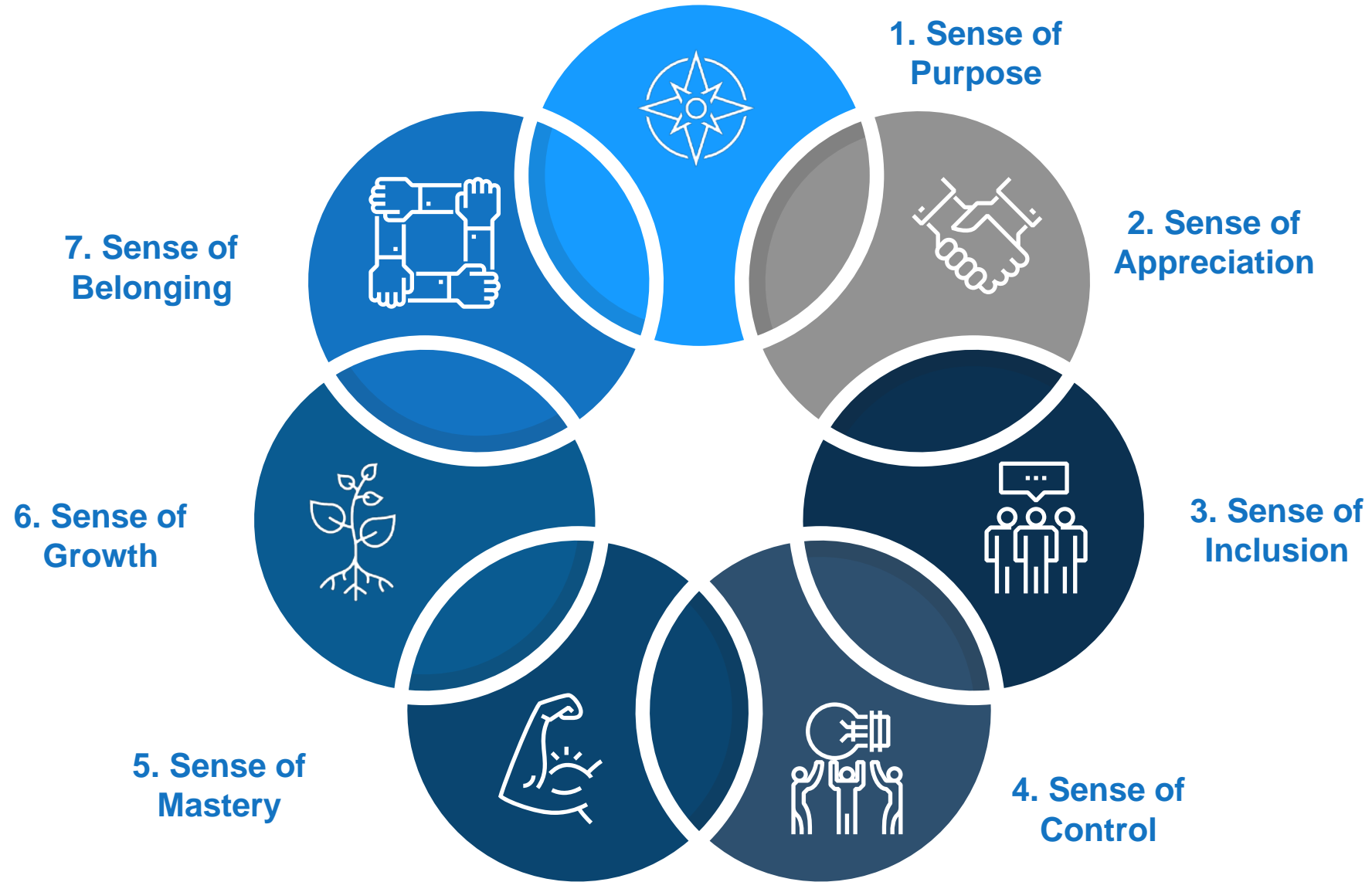
“

People don't leave companies,
they leave bosses.

”

- Beverly Kaye -

7 Senses of Employee Engagement

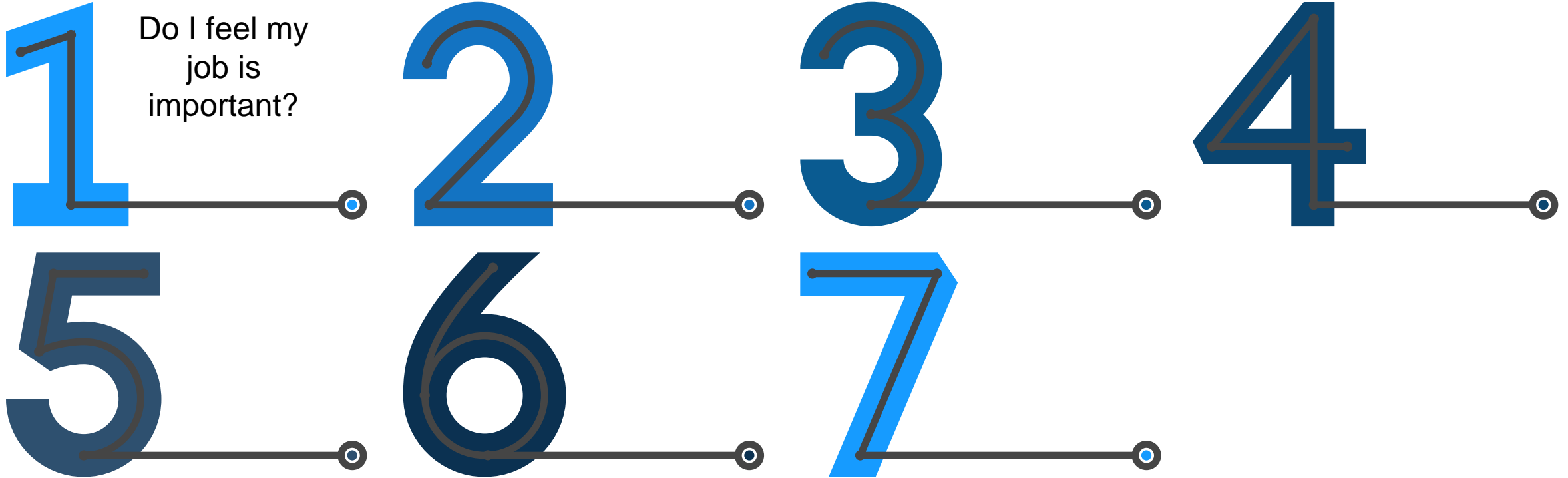




1

Sense of Purpose

Key Questions

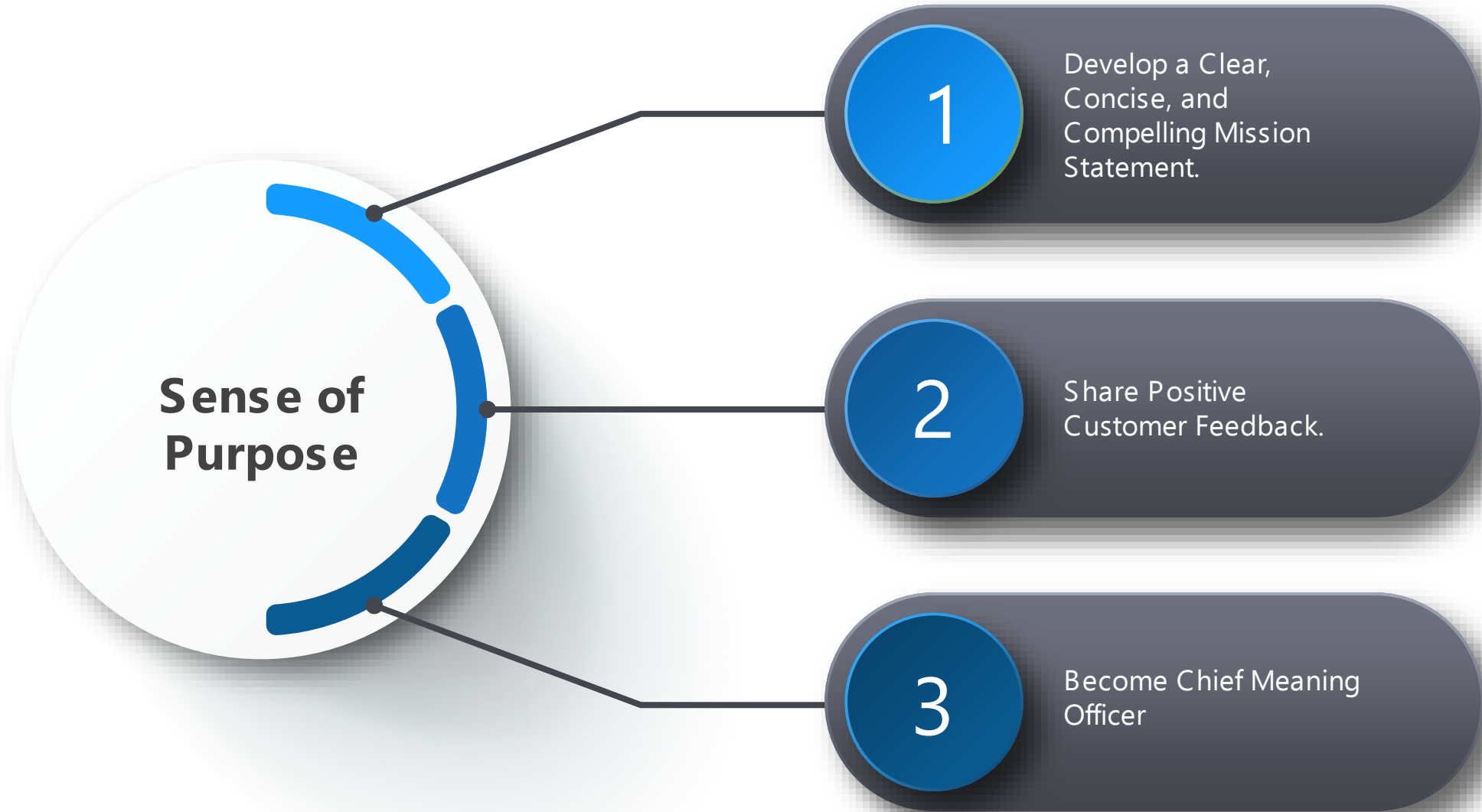




1

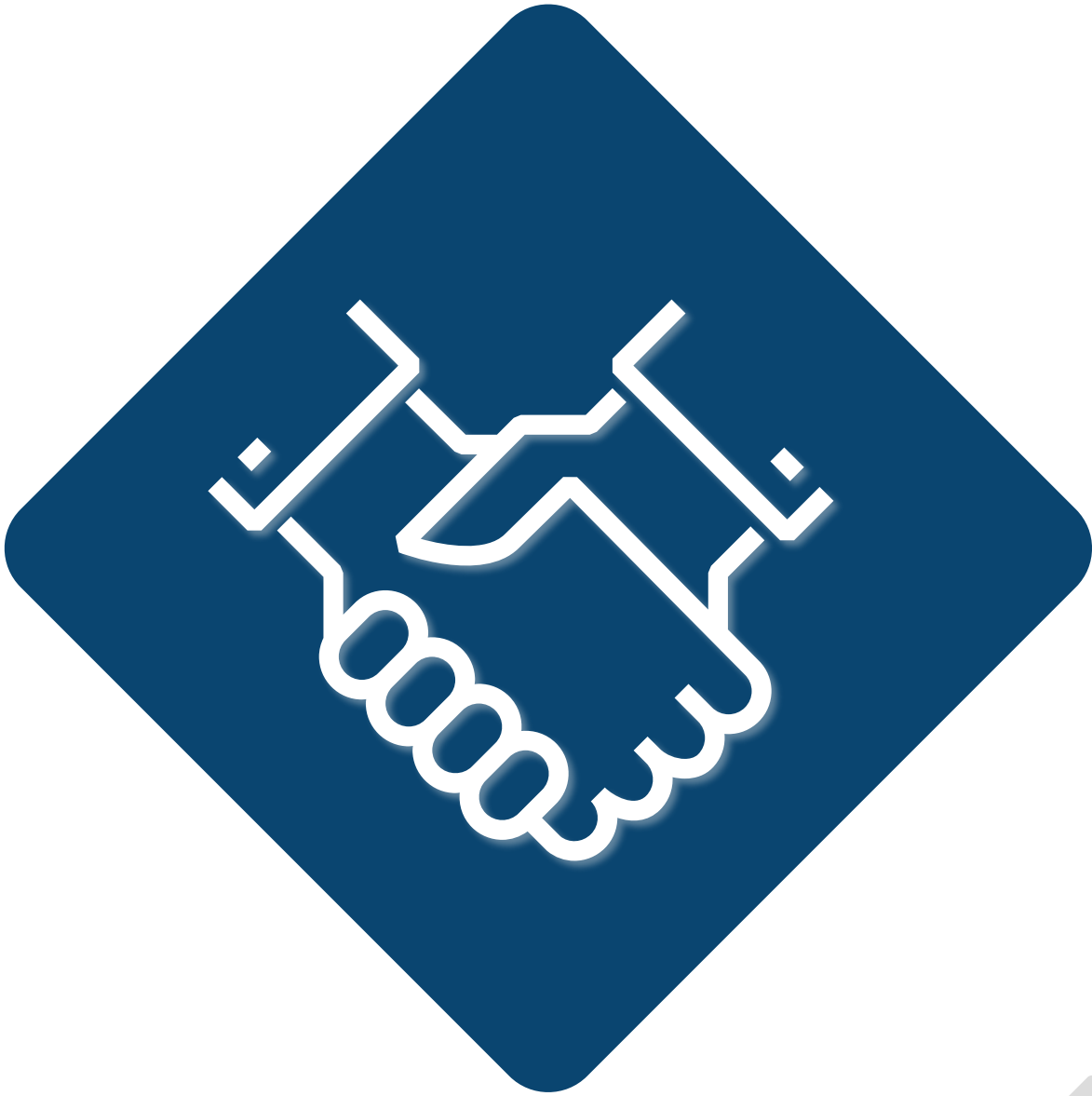
Sense of Purpose

Application: Sense of Purpose

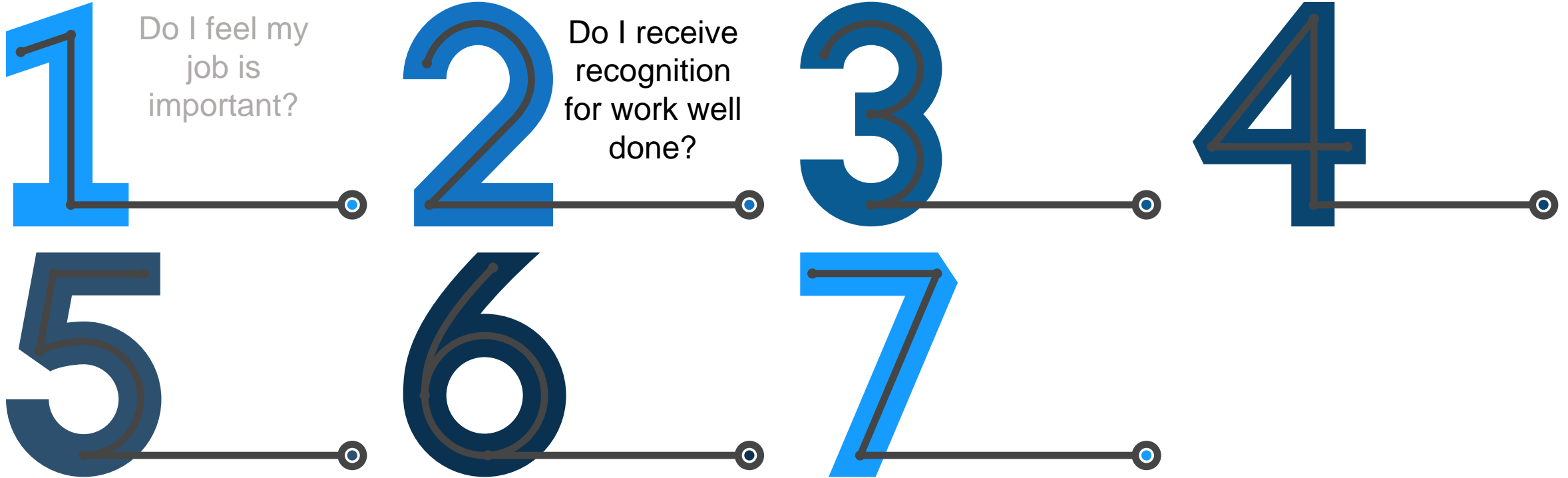


2

Sense of Appreciation

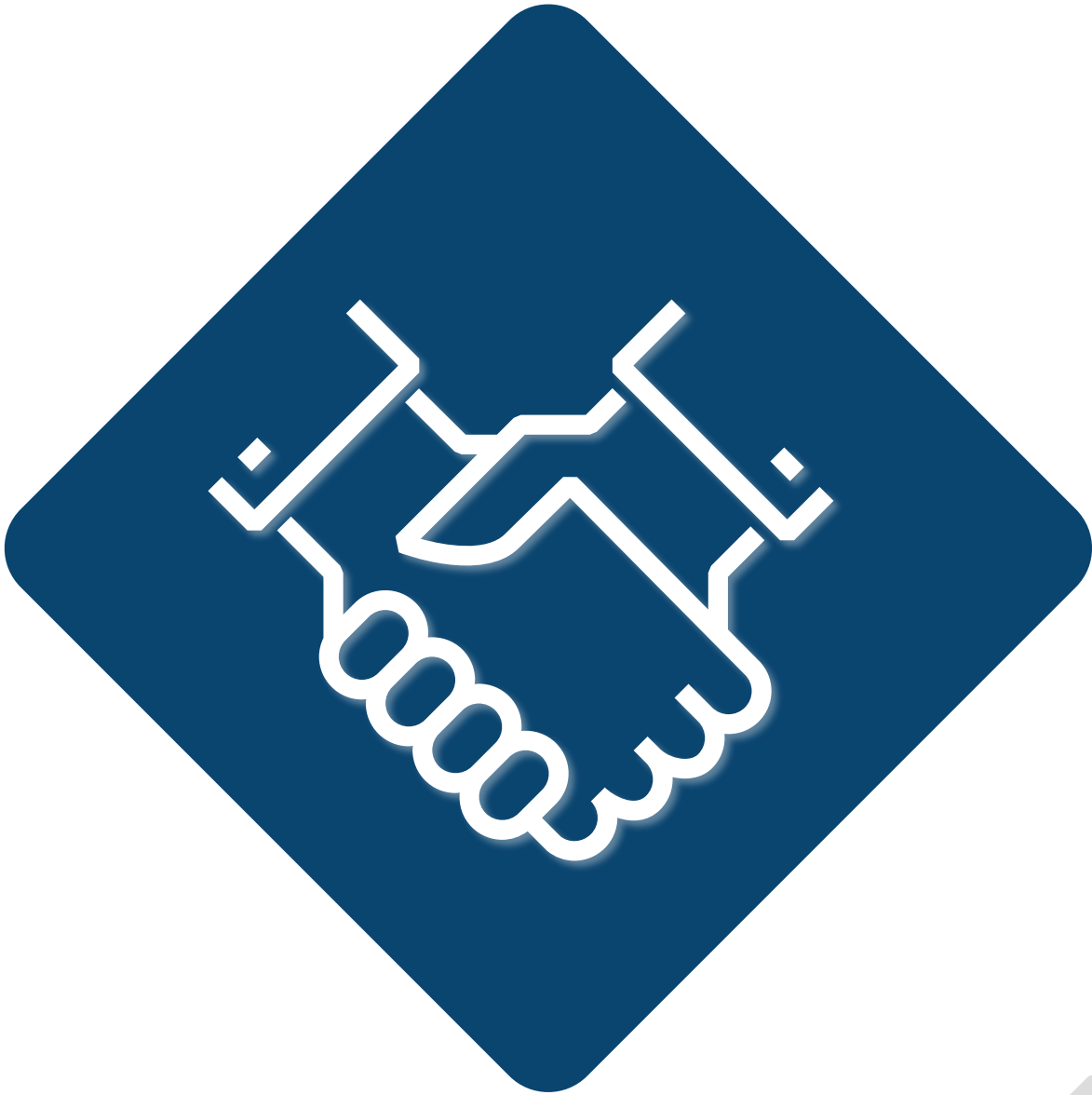


Key Questions

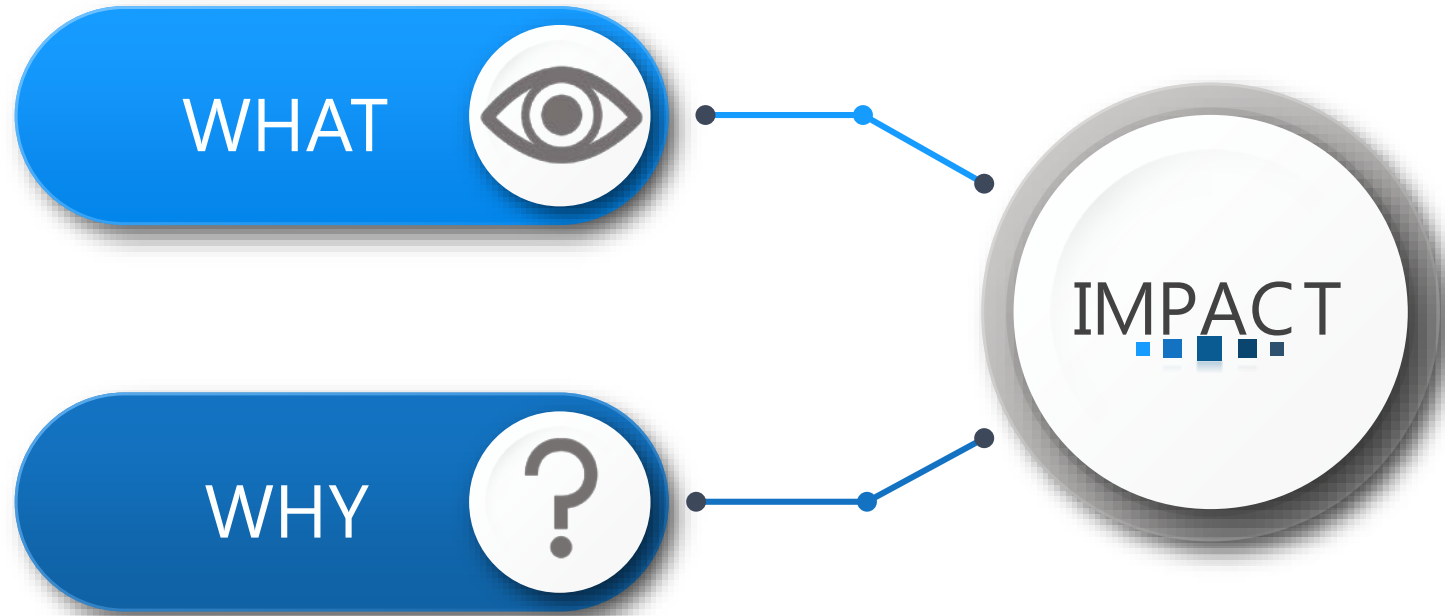


2

Sense of Appreciation



The Power of **Positive Feedback**

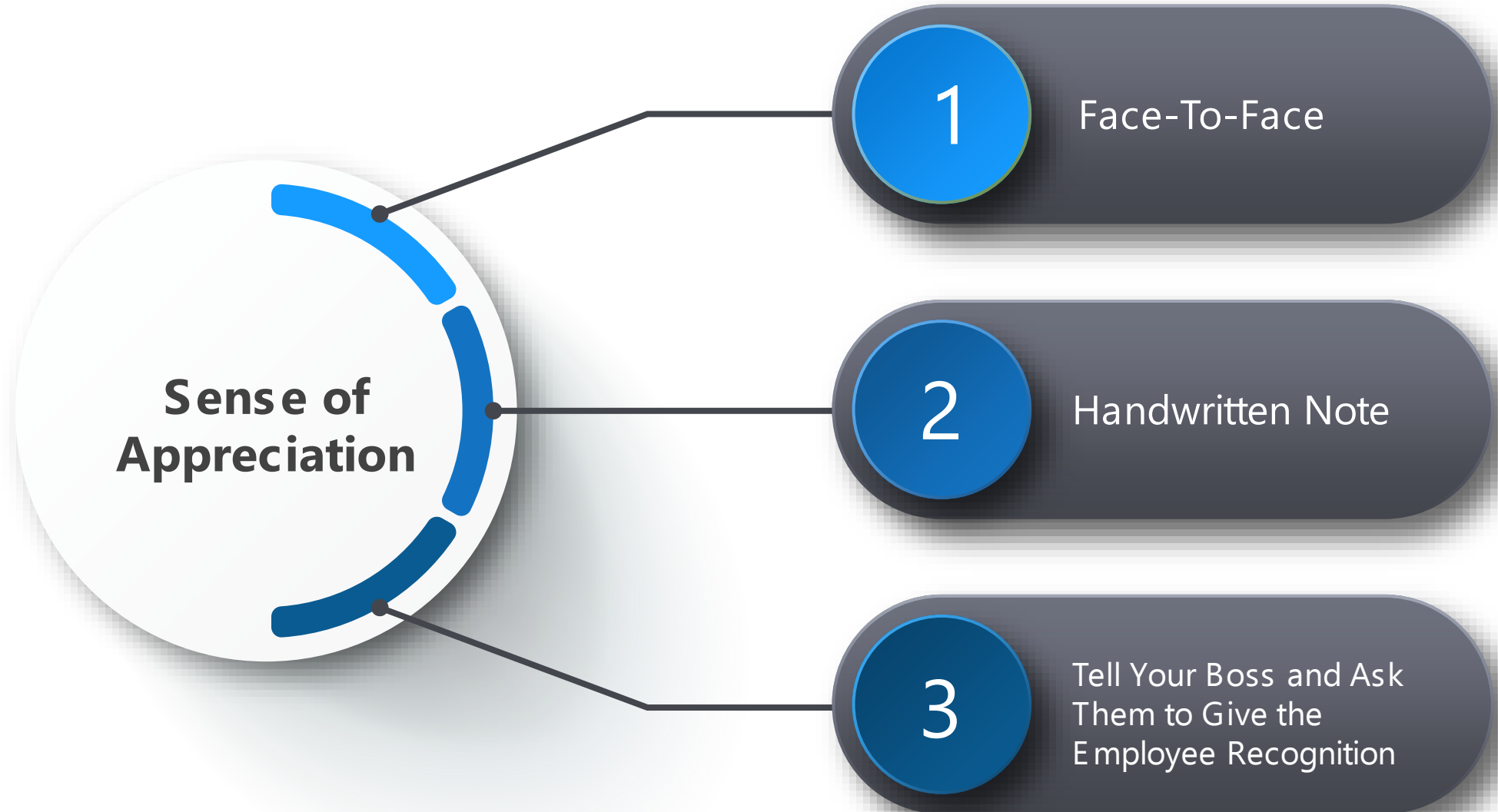


Make your positive feedback **specific**.

“ Feeling gratitude and not expressing it
is like wrapping a gift and never giving it. ”

- William Ward -

Application: Sense of Appreciation

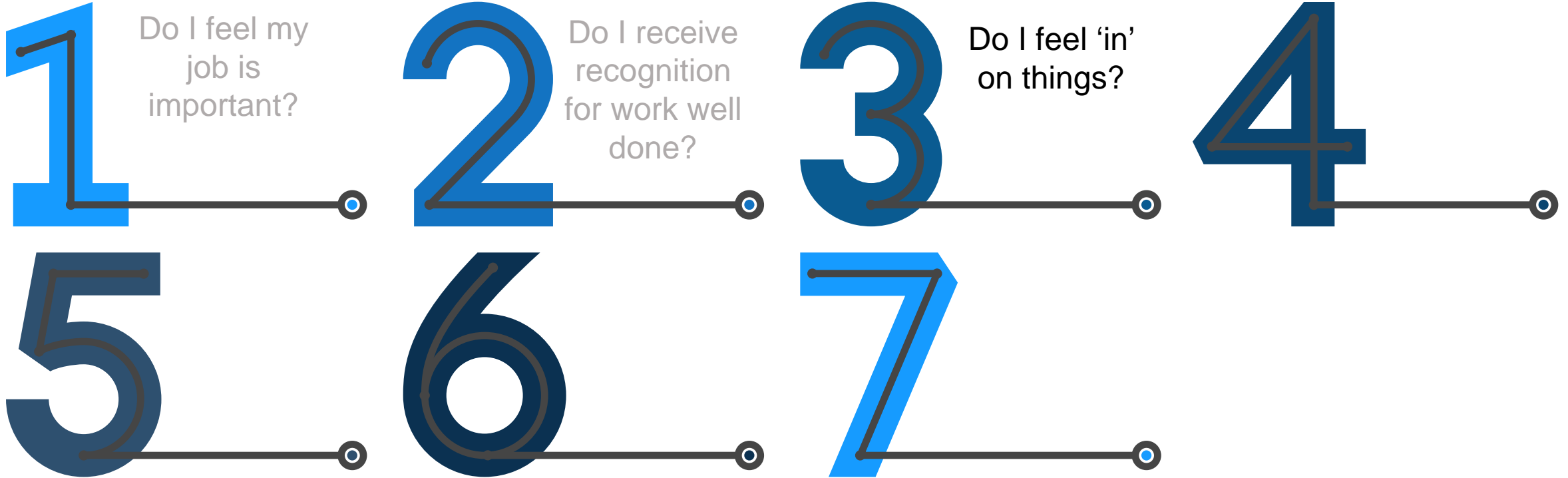




3

Sense of Inclusion

Key Questions



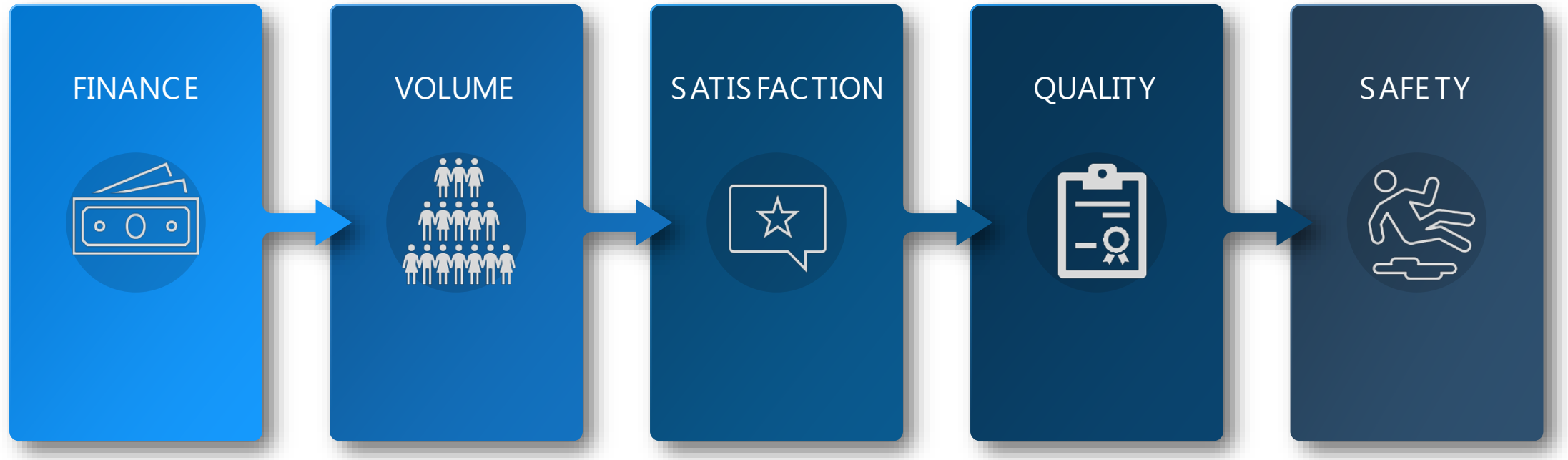
“

When the eagles are silent,
the parrots will jabber.

”

- Winston Churchill -

Organizational ScoreCard



Polling Question 2

Does your organization consistently communicate key organizational information to all staff?

Yes

No

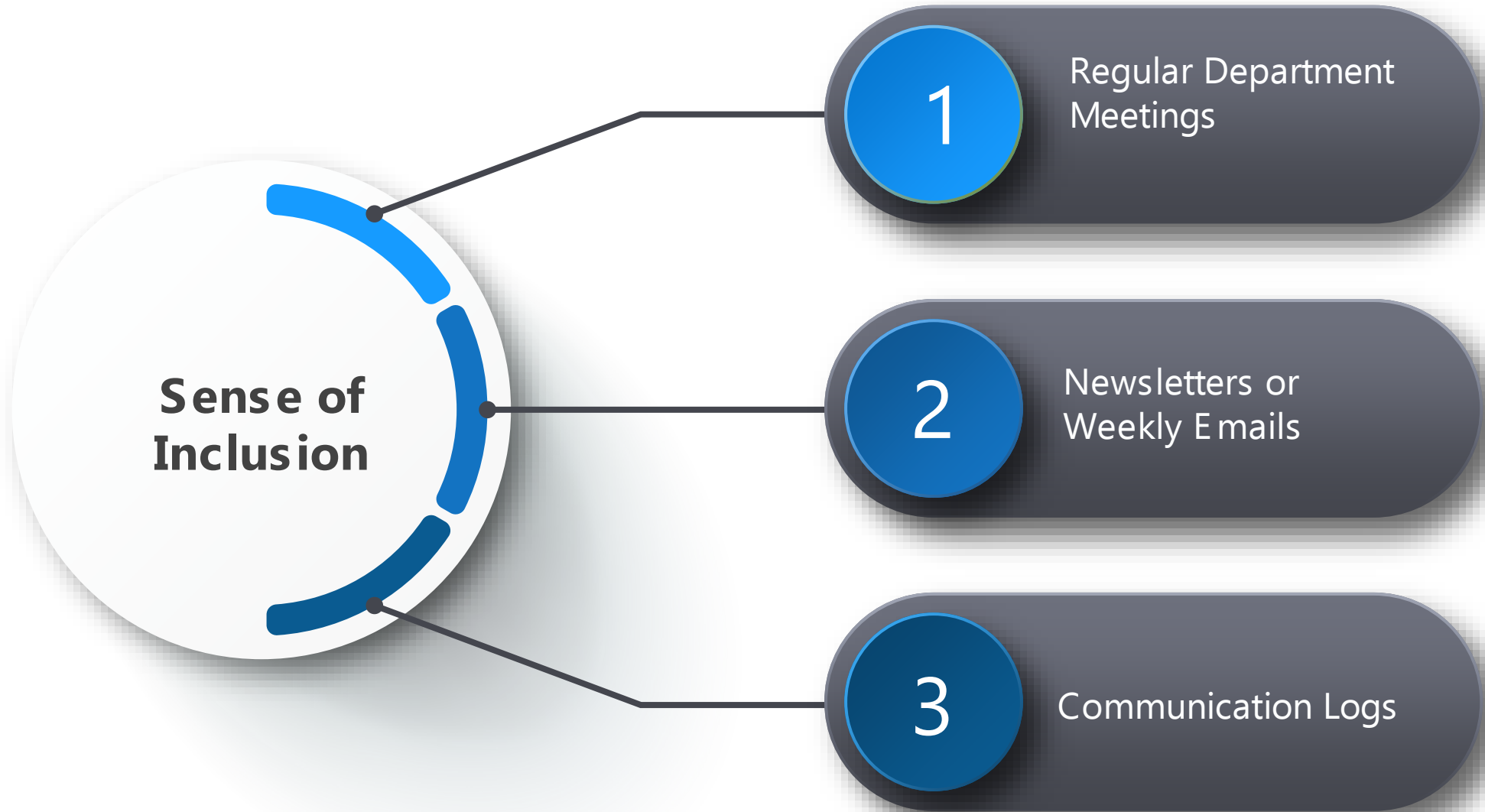


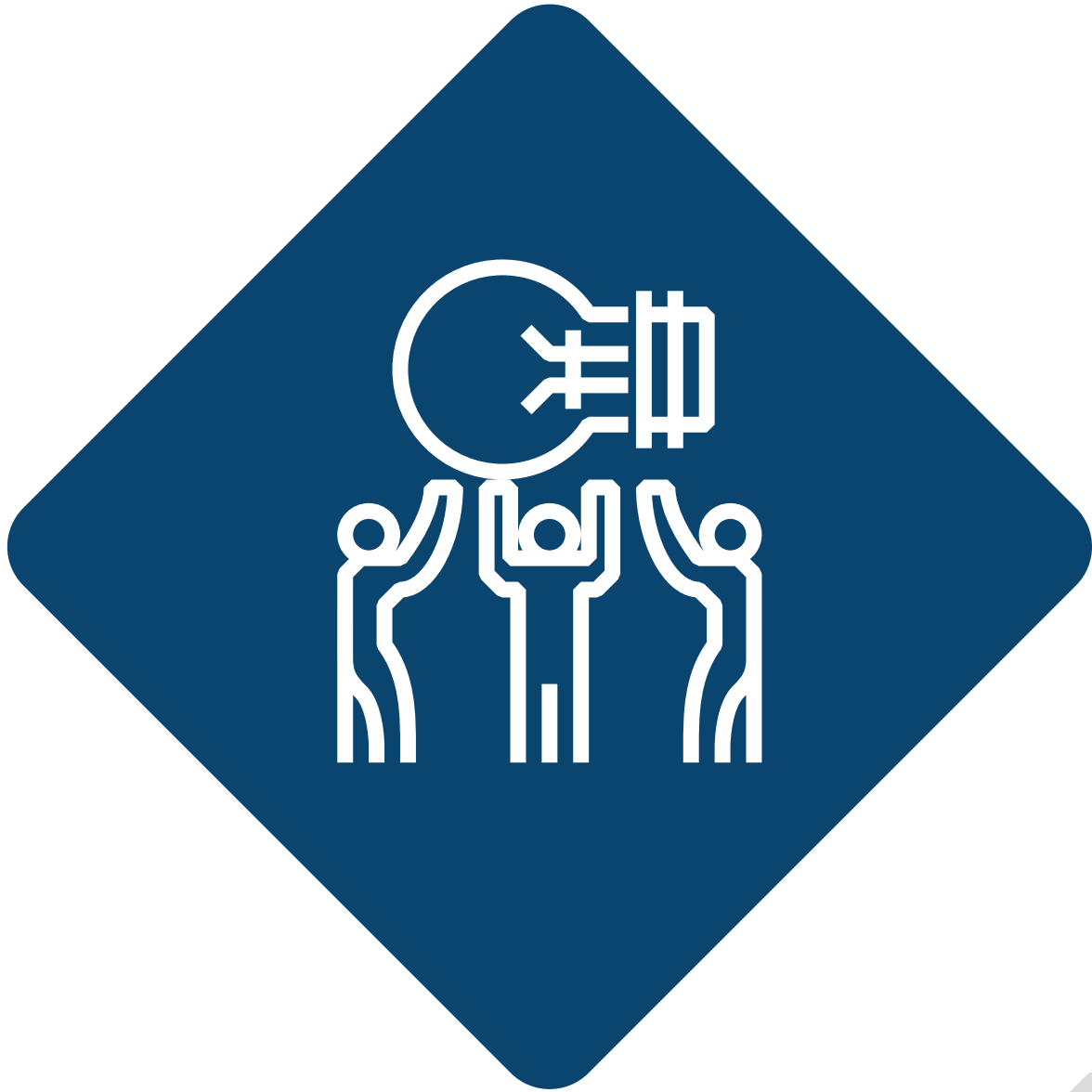


3

Sense of Inclusion

Application: Sense of Inclusion

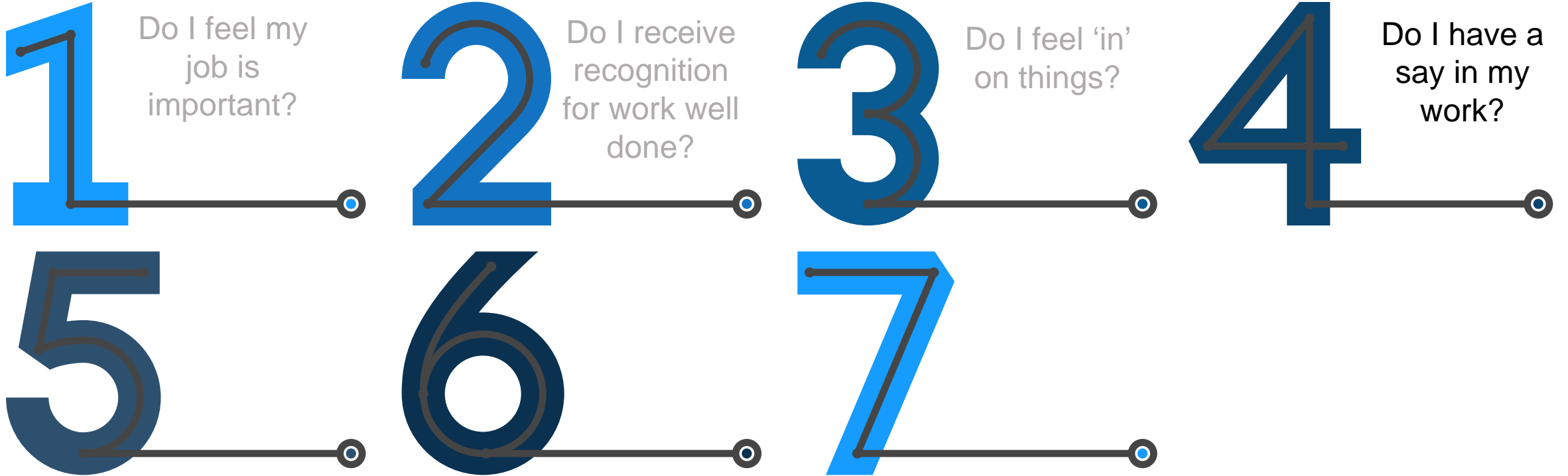


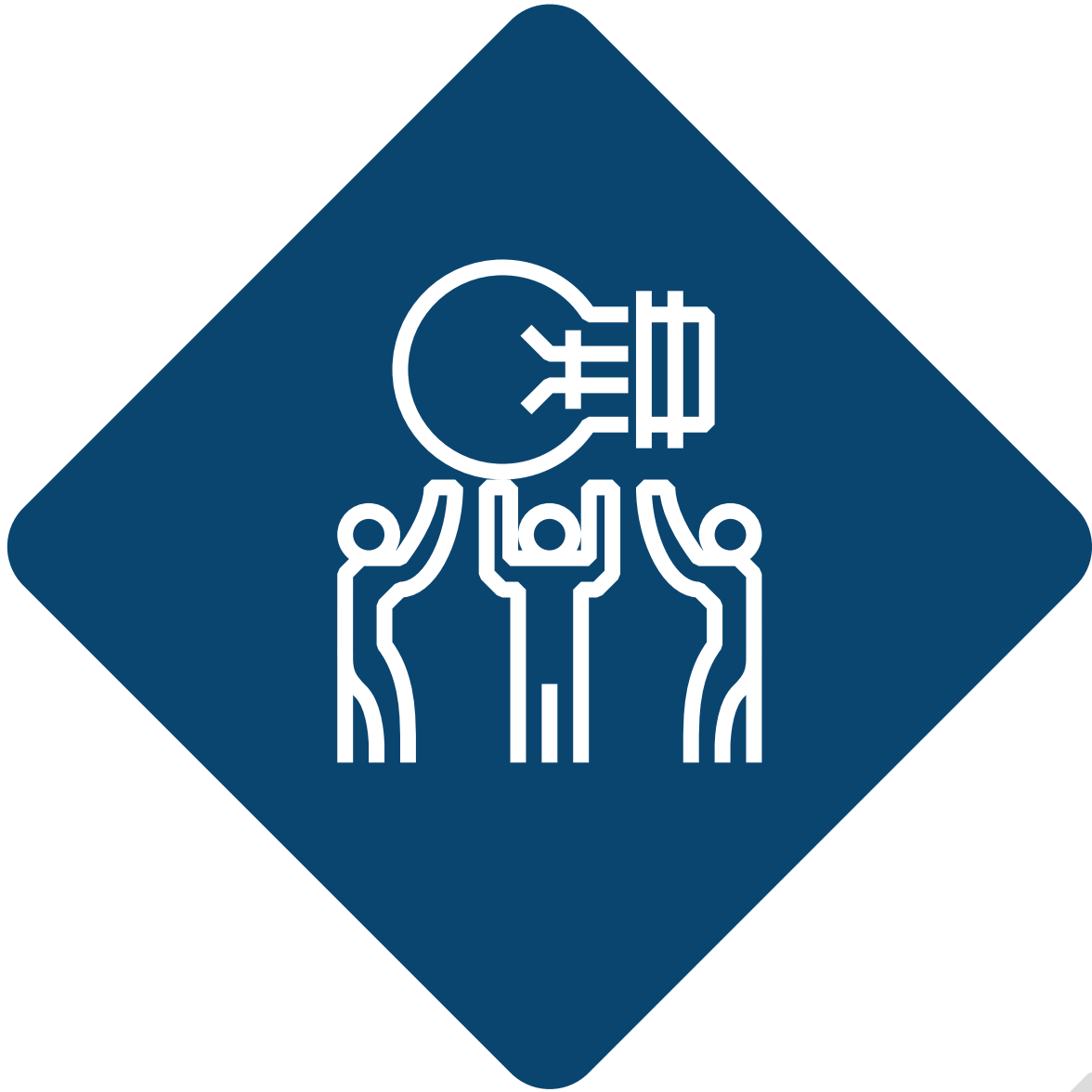


4

Sense of Control

Key Questions





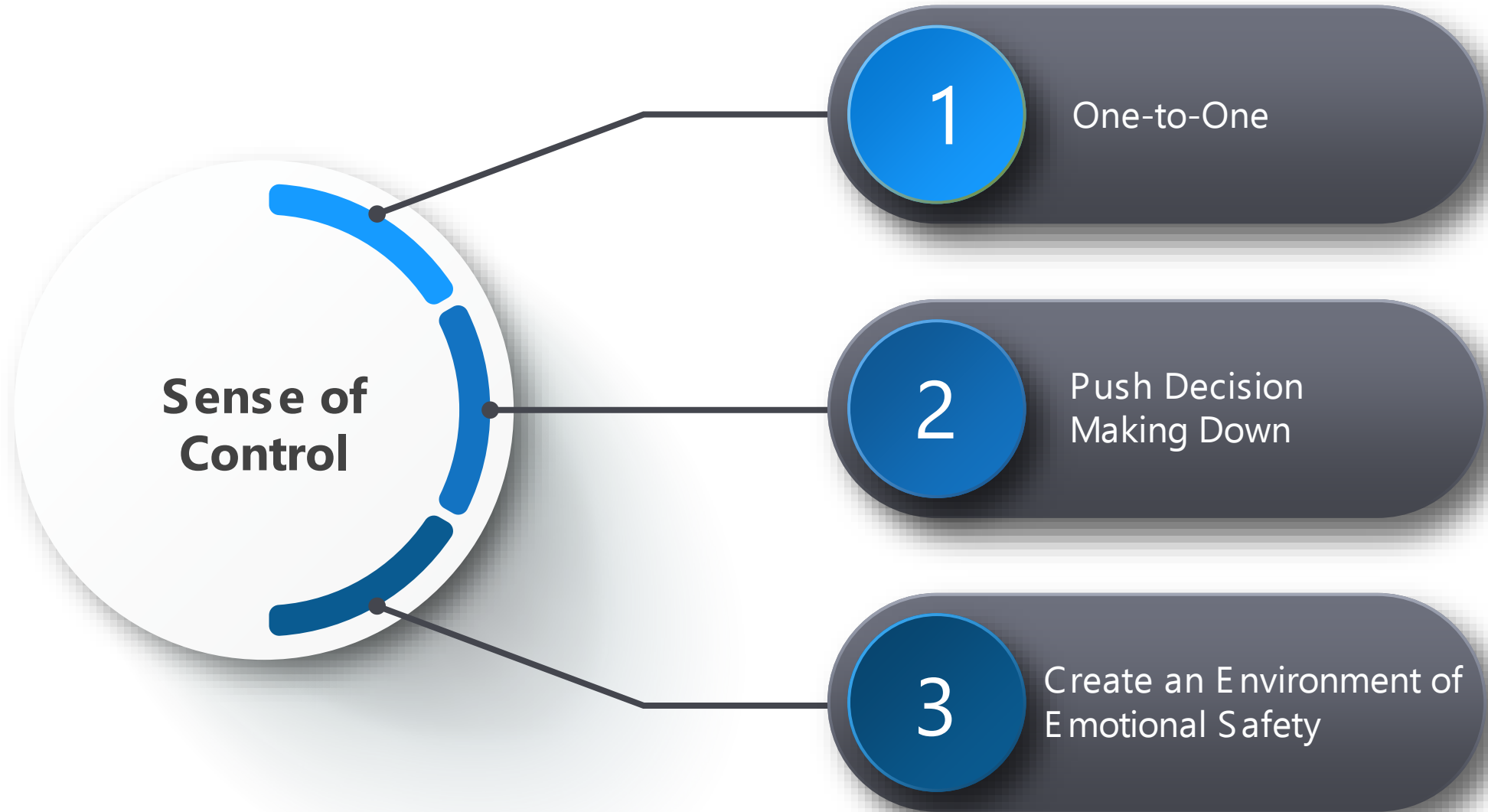
4

Sense of Control

“None of us is as smart as all of us.”

- Chinese Proverb -

Application: Sense of Control



Direct Report Check-in Form

To receive an electronic copy
of this form email me at
del@delgilbert.com

Direct Report Check-In 

Employee Name _____ Date _____

RAPPORT BUILDING Make a personal connection. Ask them about themselves. Kids, hobbies, sports, school, etc.

WHAT IS WORKING WELL?
This starts the conversation in a positive way and enables the employee to speak of some successes.

WHAT CHALLENGES OR OBSTACLES YOU ARE ENCOUNTERING?
What is getting in their way from doing their job well.

HOW CAN WE DO THINGS BETTER? Ask for their opinions on organization/department improvements.

WHAT ARE YOUR TOP PRIORITIES RIGHT NOW? Discuss current areas of focus.

WHAT SUPPORT, TOOLS, OR RESOURCES DO YOU NEED FROM ME?

FEEDBACK.
Use this meeting as an opportunity to provide positive feedback, coaching, and/or corrective feedback.

COMMITMENTS, AGREEMENTS, FOLLOW UP, ETC. Wrap up and summarize the meeting.

WHO SHOULD BE RECOGNIZED? Who are the team members that have been especially helpful?

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5

Sense of Mastery

Key Questions

1 Do I feel my job is important?

2 Do I receive recognition for work well done?

3 Do I feel 'in' on things?

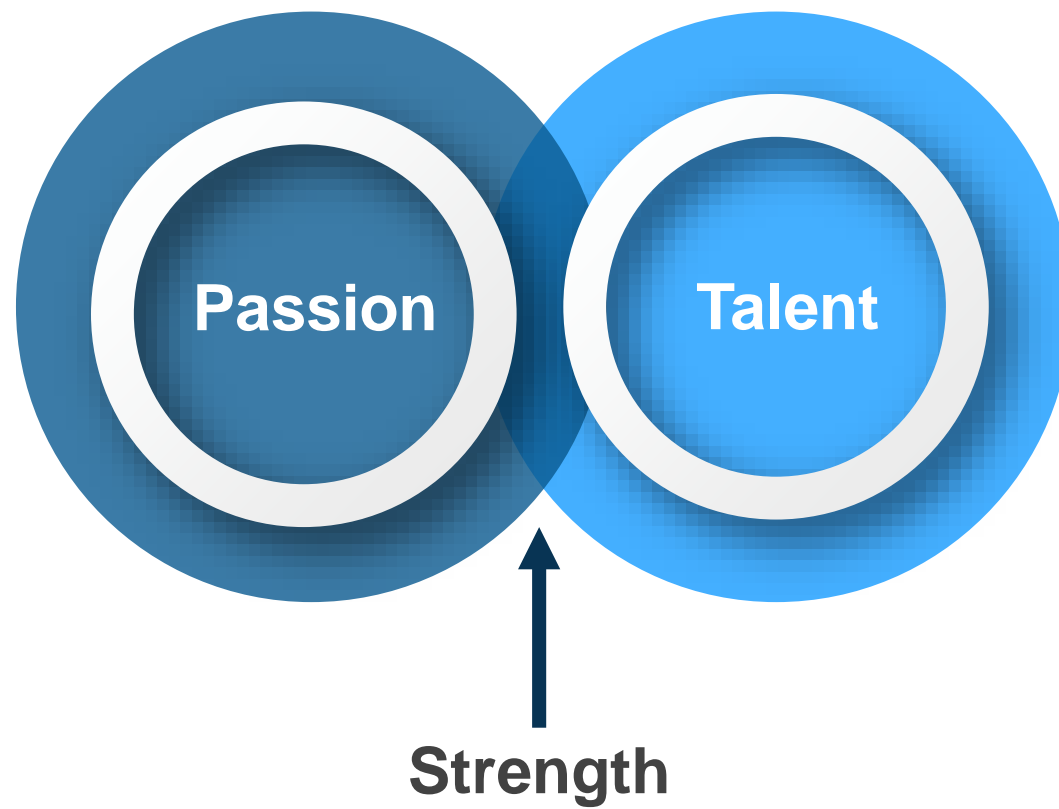
4 Do I have a say in my work?

5 Do I have an opportunity to do what I do best every day?

6

7

Sense of Mastery

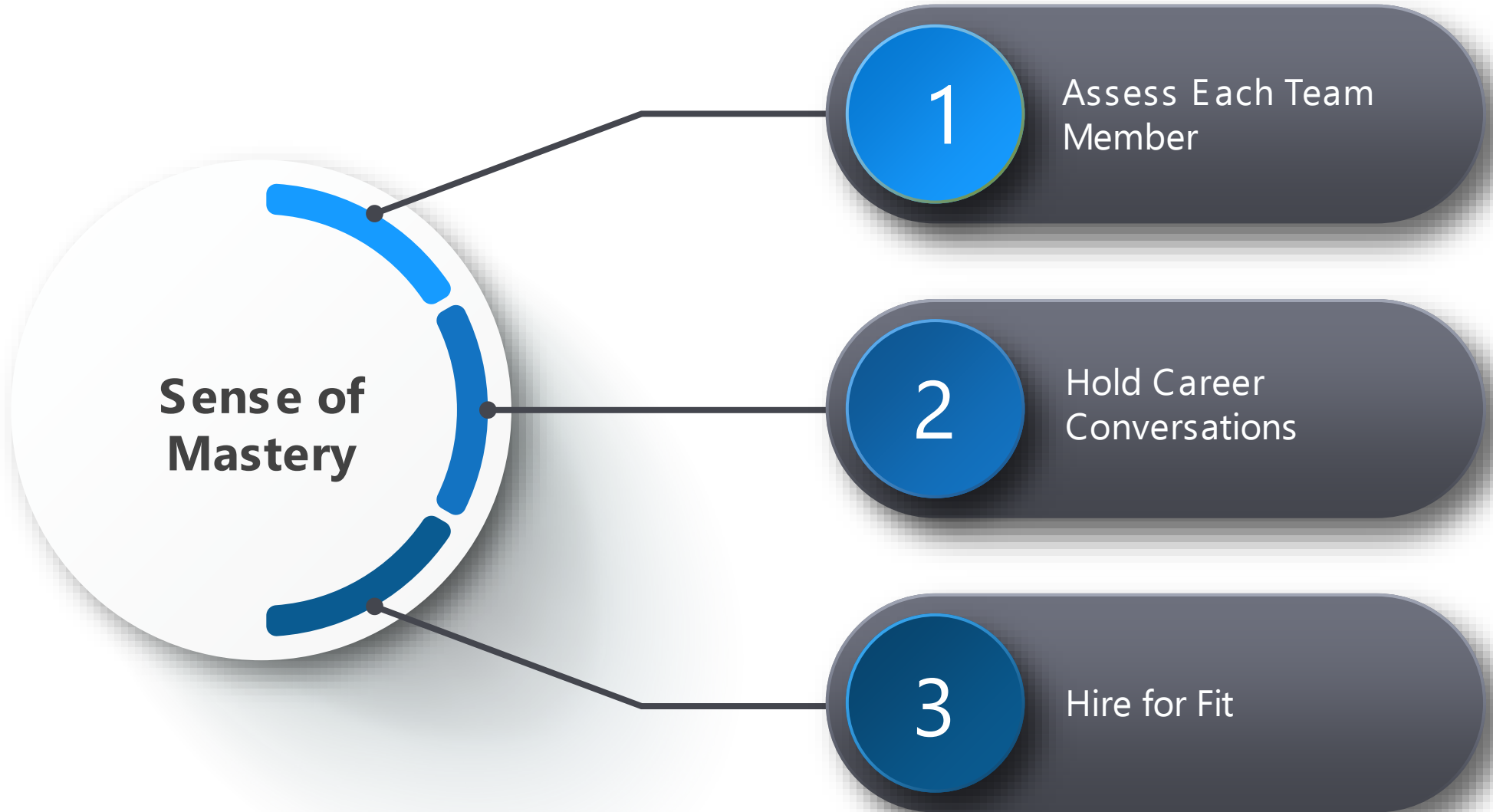




5

Sense of Mastery

Application: Sense of Mastery



“ Try and bring out what God put in,
not stuff in what God left out. ”

- Marcus Buckingham -

6

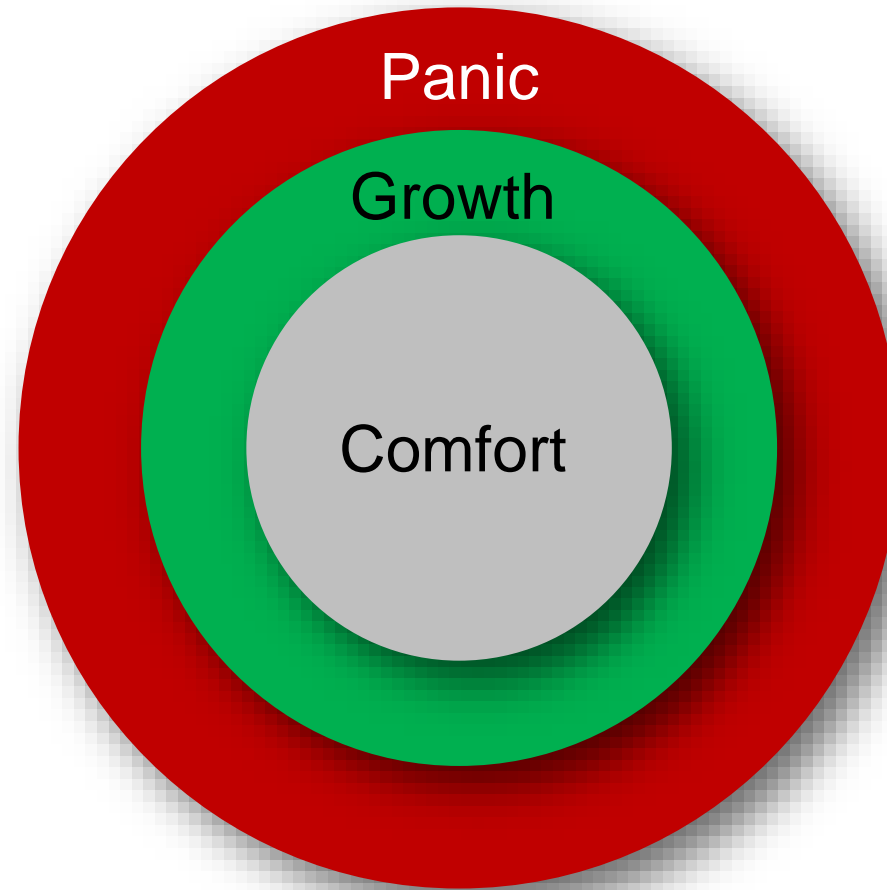
Sense of Growth



Key Questions

- 1 Do I feel my job is important?
- 2 Do I receive recognition for work well done?
- 3 Do I feel 'in' on things?
- 4 Do I have a say in my work?
- 5 Do I have an opportunity to do what I do best every day?
- 6 Do I have opportunities to learn and grow?
- 7

Getting Comfortable with the Uncomfortable





You have to go through awkward
to get to awesome.



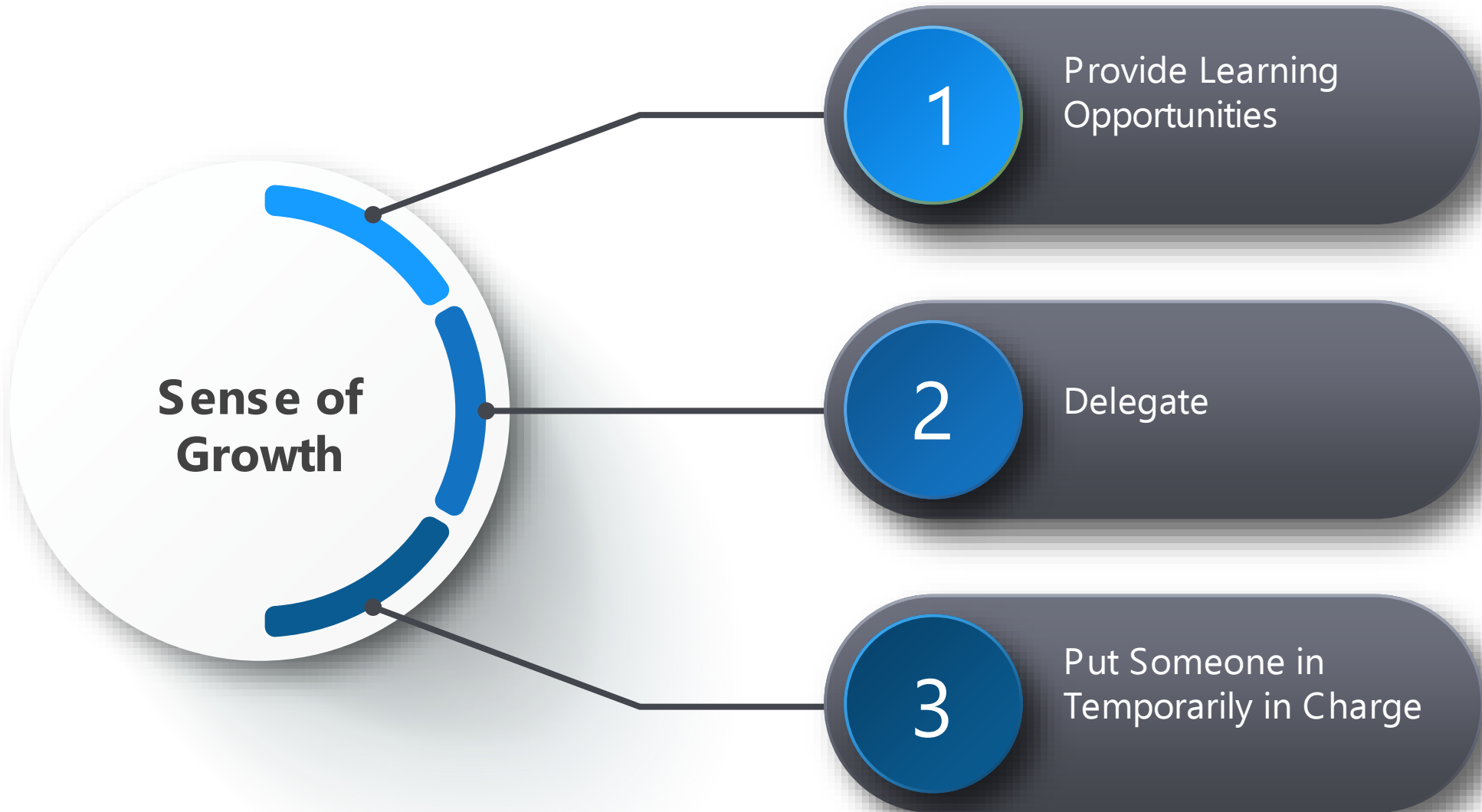
- Mark Batterson -

6

Sense of Growth

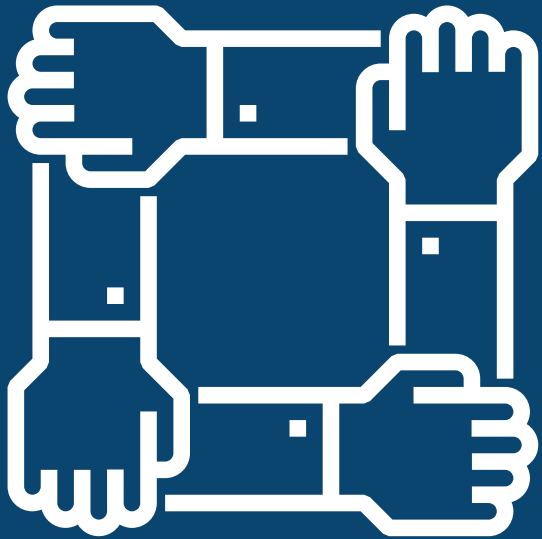


Application: Sense of Growth



7

Sense of Belonging



Key Questions

1 Do I feel my job is important?

2 Do I receive recognition for work well done?

3 Do I feel 'in' on things?

4 Do I have a say in my work?

5 Do I have an opportunity to do what I do best every day?

6 Do I have opportunities to learn and grow?

7 Do I have good friends at work?

“

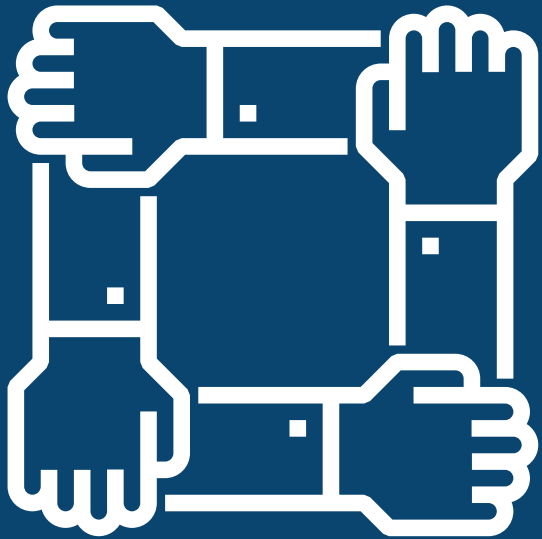
We are human beings
not human doings.

”

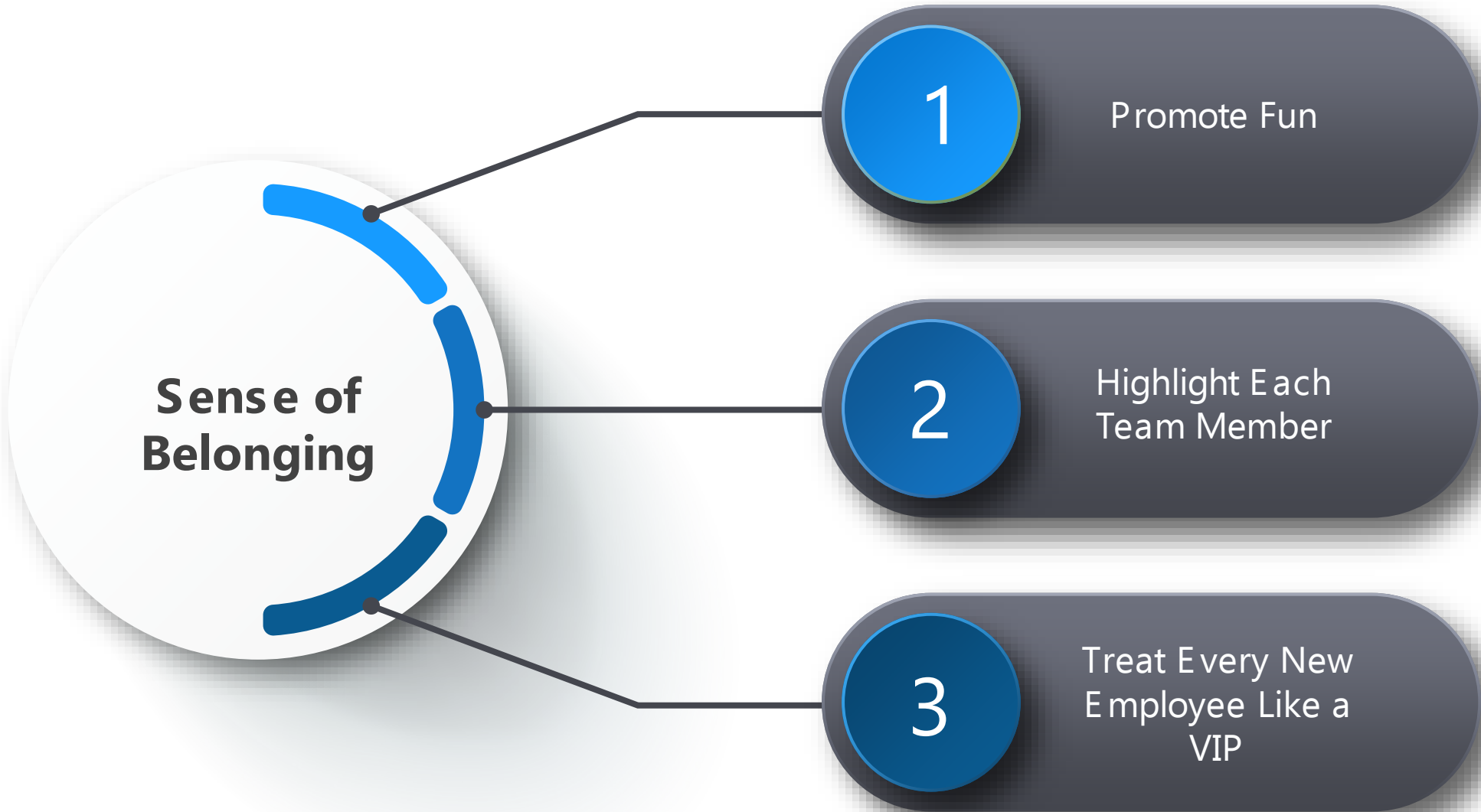
- Wayne Dyer -

7

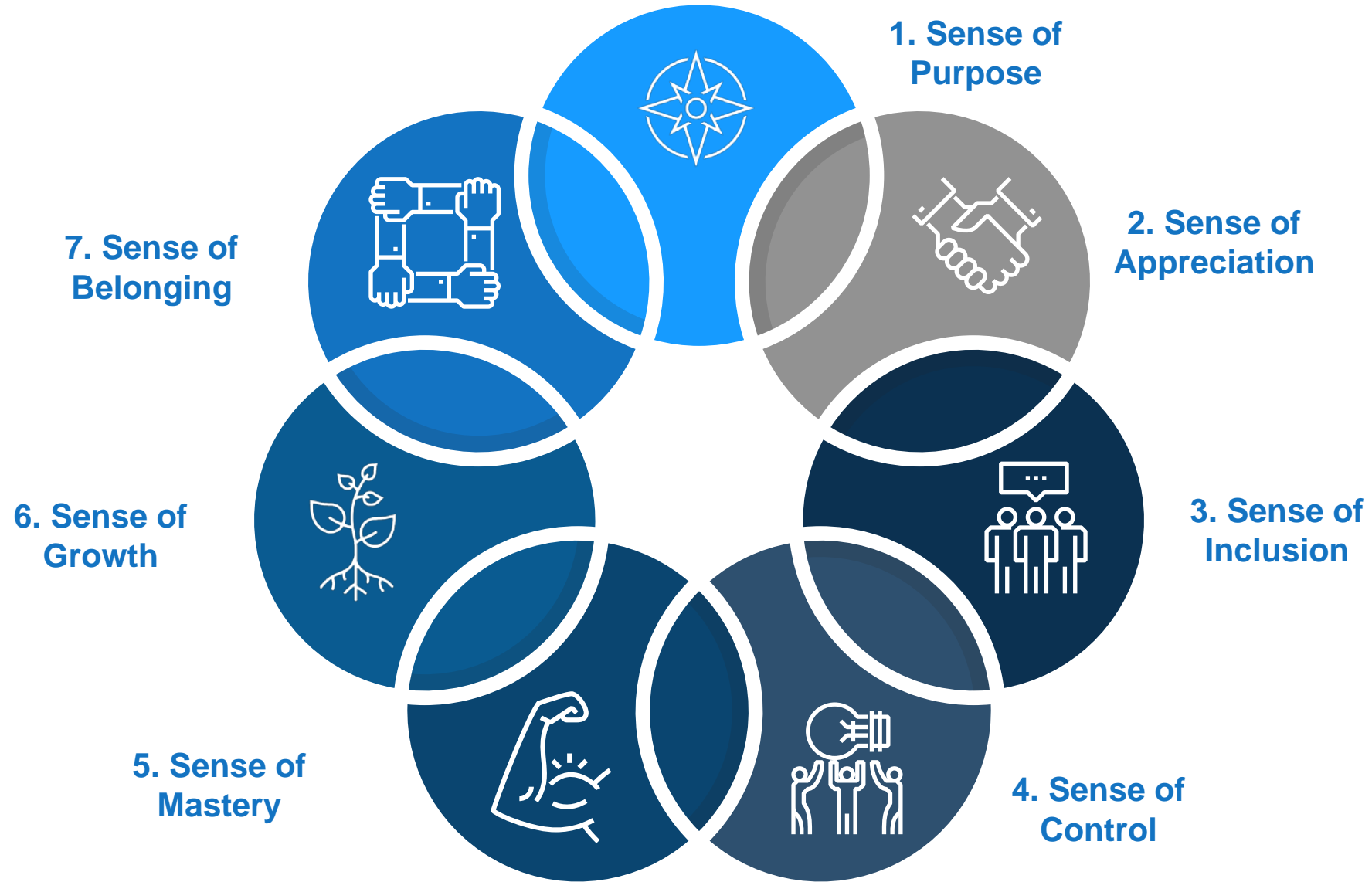
Sense of Belonging



Application: Sense of Belonging



7 Senses of Employee Engagement



Polling Question 3

Which of the 7 Senses of Employee Engagement will you focus on in the next two weeks?

- A Sense of Purpose
- A Sense of Appreciation
- A Sense of Inclusion
- A Sense of Control
- A Sense of Mastery
- A Sense of Growth
- A Sense of Belonging



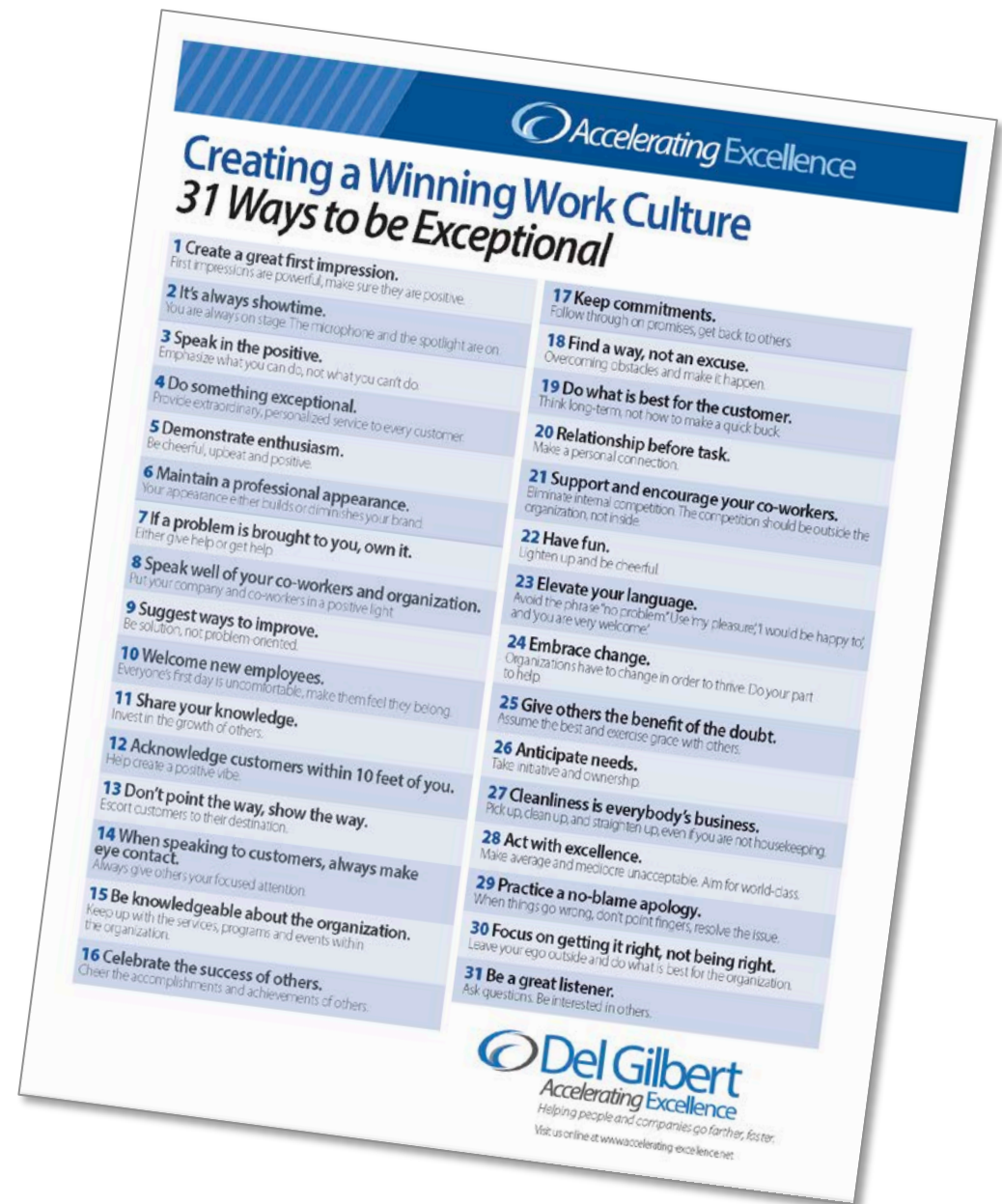
Q & A



Creating a Winning Work Culture

31 Ways to be Exceptional

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“ The best and quickest way to succeed
is to help everyone else succeed. ”

- Napoleon Hill -



Thank You!