

Employee Engagement

Wondering how you can increase your employees' engagement at work? Here are few helpful questions to ask yourself as well as your staff to better understand how you can make your workplace one where people are more fully engaged.

Reflection Questions

Think about a time when you were deeply engaged in your work and exceeded expectations.

- What led to your exceptional performance?
- What role did the leaders around you play?
- What does this tell you about the role of leadership in supporting a culture of engagement?

Now consider how you can engage employees in your own workplace.

- Which of your employees shows a lack of engagement?
- What factors may be contributing to this?
- What could you do to help them engage more fully in their work?

Practical Application – Questions for your Staff

As you interact with your staff, consider what barriers to engagement they might be experiencing and what you can do to help address them. Ask questions to really understand their work experiences and what they need from you to perform at their best.

You might ask them:

1

Do they have the right resources?

2

Are there ways to improve a process or procedure that impacts their work?

3

Are there areas in which they would like additional training?