

Engaging Your Team BRING ON TOMORROW

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- What is the current state of your work, your teams, and your environment?
- How much clarity do you have?
- How much clarity do your teams have?
- How does that affect psychological safety?



Motivation Versus Engagement

Engagement

• The sense of purpose, belonging, and commitment to an organization, a team, and the work.

• Motivation

• The willpower and the drive to act on these feelings.





What you need to know



Worker stress remains at an all-time high.



Leaders are restoring trust but have much room for improvement. 23% of U.S. employees strongly agree that they trust their organization's leadership.



U.S. engagement has hit an 11-year low, with a specific decline in employees understanding the organization's mission and purpose.



Managers are getting squeezed. Managers are more likely to be disengaged, burnt out, and job-hunting



Elements of Motivation

- 01 | Variety
- 02 | Autonomy
- 03 | Developing others
- 04 | Friendship
- 05 | Fun
- 06 Recognition





Engagement Is Your Responsibility

Step one:

Responsible for creating an environment where employees feel valued and appreciated.

Step two:

Ensure employees have the tools, resources, and support they need to do their best.



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Q12. This last year, I have had opportunities at work to learn and grow.

Q11. In the last six months, someone at work has talked to me about my progress.

Q10. I have a best friend at work.

Teamwork

Growth

Q08. The mission or purpose of my company makes me feel my job is important.

Q09. My associates or fellow employees are committed to doing quality work.

Q07. At work, my opinions seem to count.

Q06. There is someone at work who encourages my development.

Q05. My supervisor, or someone at work, seems to care about me as a person.

Individual Q04. In the last seven days, I have received recognition or praise for doing good work.

Q03. At work, I have the opportunity to do what I do best every day.

Q02. I have the materials and equipment I need to do my work right.

Basic Needs Q01. I know what is expected of me at work.

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Strategies for Engagement During Challenging Times

- Communicate clearly and Frequently
- Recognize and reward achievements (personalized and specific to the person)
- Providing learning and development opportunities
- Foster a positive and supportive culture
- Empower and involve your employees
- Show care and appreciation to struggling employees
- Help employees prioritize and reprioritize work.
- Stay available.
- Model self-care

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THANK YOU! BRING ON TOMORROW



