



Engaging Your Team

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INDIANA UNIVERSITY



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Current State

- 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?



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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.



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What you need to know

1

Worker stress remains at an all-time high.

2

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

3

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

4

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



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Elements of Motivation

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





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Engagement Is Your Responsibility

Step one:

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

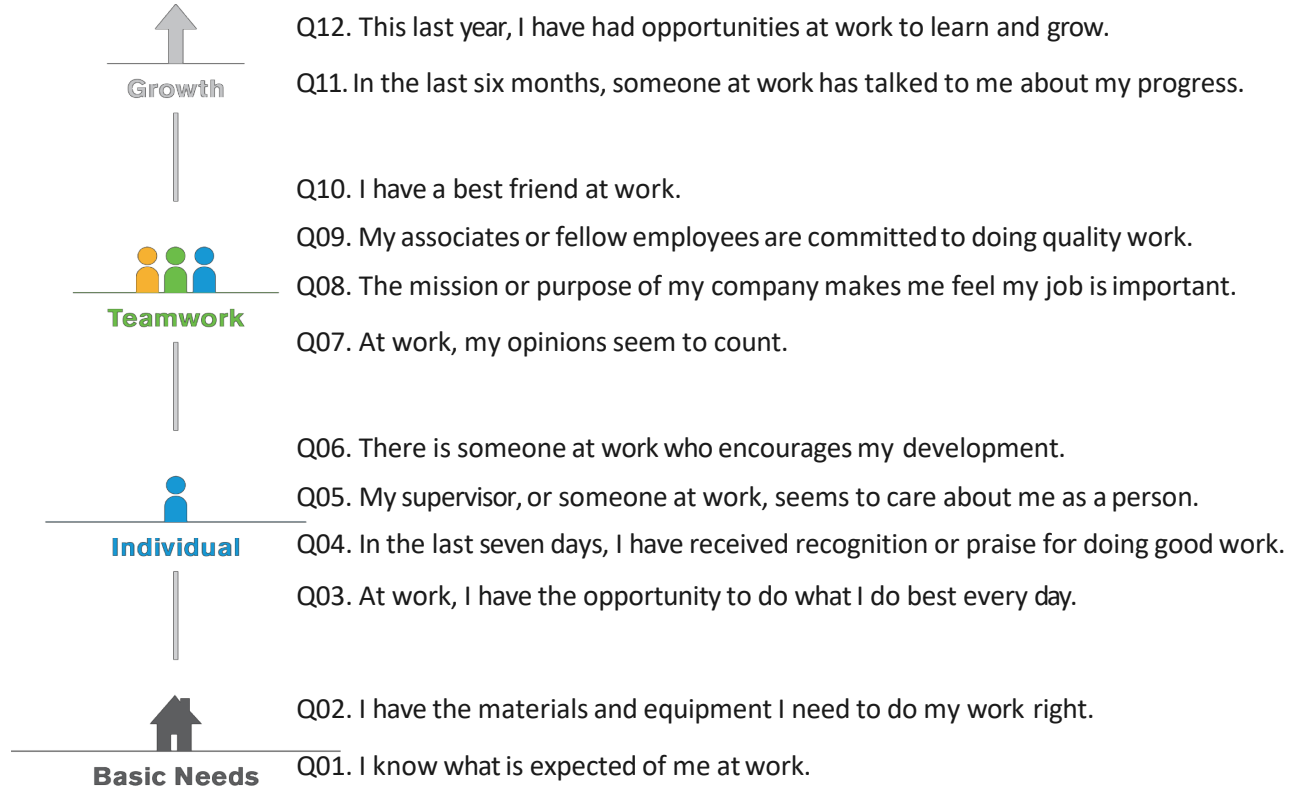
Step two:

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





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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

THANK YOU!
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