

Module 18: Motivating and engaging others

What are the 3 driving forces that motivate people in ranking order

Review employee disengagement/engagement chart

Causes of employee disengagement

- *Feeling invisible because efforts are not measured or recognized*
- *The job or workplace is not as expected*
- *There's little to no feedback or coaching and there's no access to professional development*
- *They're overworked and stressed out*
- *There's a lack of trust or confidence in the senior leaders*

- **Do you see any other causes of employee disengagement?**

Strategies to Build a Culture of Engagement

- *Hiring people into the right positions*
- *Making sure job descriptions match real work expectations*
- *Providing training and development*
- *Having a performance management process that accurately measures contributions*
- Know your people individually
- Employee one-on-one meetings
- Use appreciative inquiry to bring out their best
- Celebrate successes

- **List some other ways you can help build a culture of engagement**