

Understanding *Your* Engagement



Thank you for your feedback!

The results of this survey will be used by leaders and managers to make improvements. We are committed to using your feedback to create a more engaging and positive workplace for all employees.

What can *you* do now?

As an employee, you can take action to create a more engaging work experience for yourself and your coworkers. But where to start?! First, let's look at the areas you rated your organization highest and lowest:



Areas *you* rated the highest

Communication & Resources
Team Dynamics



Areas *you* rated the lowest

Future Outlook
Career Growth & Development

Ideas to make an *impact*

- Meet with your immediate supervisor or leader and have them draw a diagram of how various job functions on your team 'fit' into the delivery of services or products. Ask questions about how your role contributes to the greater goals of the organization and be sure to understand what those organizational goals are.
- Engage in a round-table conversation with your peers and department leaders about the impact your particular team has on the overall goals, vision, and mission of the organization. Discuss individual roles as well as team specific functions. Incorporate this discussion into training material for new employees, so that they understand from the outset the importance that their role plays in the overall success of the organization.
- Share your concerns or anxieties about your role in regards to the future direction of the organization with your manager. What specific concerns do you have and how can you and your manager work together to overcome them? Do technological advancements pose a threat (i.e., will your job become obsolete)? Do you feel like you lack education or professional development? Do opportunities exist elsewhere in the organization?
- Specific to your industry, write the 'ideal' job description for yourself. What tasks and goals would you most enjoy working towards every day? What tasks or goals are most aligned with your strengths? Now, how does that 'ideal' job fit with your current job? If the differences are drastic, set up a time to meet with your manager to discuss possible actions to alleviate the differences.
- Boost your 'career confidence' by discussing your goals and hopes for the future with the organization with your immediate supervisor. Ask how they believe your talents can help the company be successful. Share with them what you think your greatest talent is and brainstorm together how that attribute can be further developed (internally or externally).
- Research career development opportunities (conferences, taking a class, training sessions etc) offered either outside or inside your organization and present a list of opportunities to your manager the next time you meet. Be prepared to share with your manager why you think it will benefit you and the organization in the long term. After you have completed development opportunities, track the positive changes that you have noticed in yourself and your successes. How did the training attribute to those successes?
- After each new training or development session, write a testimonial and share with your team so as to encourage your peers

to partake in the same development opportunities. Share the new lessons you have learned and why you believe they will benefit your team.

- Look over your job description for activities that you would love to pursue, but haven't gotten to yet. Think about the dreams that you had for your current position before you started. What did you hope to accomplish? Set up a lunch or coffee with people in similar positions, either at your company or at a different company, and ask how they invest in learning and development.



Consider sharing this report with your supervisor to discuss what you can do together to make your work environment more engaging.

Engaged employees feel a strong connection with their work and workplace.

When you are engaged

You feel more energetic and creative

The quality of your work improves

Work feels more meaningful

It's more fun to be at work

What happens with the survey results?

- 1 Results will be reviewed by leadership
- 2 You will receive an overview of the organization's results (within 6 to 8 weeks)
- 3 Your supervisor will meet your team and share results
- 4 Your team decides on actions that make your direct working environment more engaging

Your individual responses to the survey are always treated as confidential. Only you have access to this report.

If you have questions about anything related to the survey, please contact your human resources representative

