Mind map

Employee engagement: what it is and how to improve it

What engagement at work means

- Vigor: energy and willingness to make an effort
- Dedication: feeling the work is important
- Absorption: full concentration, the feeling that time...

Why it matters for results

- A meta-analysis by Harter, Schmidt and Hayes (2002)

What drives engagement

- regular feedback on performance
- support from the manager and colleagues
- autonomy over how to do the work
- opportunities to learn and grow

Employee engagement

7 things leaders can do to engage the team

- 1. Explain the why
- 2. Give feedback every week
- 3. Offer autonomy
- 4. Recognize specifically

How to measure it

- Short, regular surveys asking about clear expectations

Frequently asked questions

1. What's the difference between engagement and job satisfaction?
2. What increases employee engagement the most?
3. How do you measure employee engagement?

Key takeaway

What employee engagement is, why it drives results, what research says about job resources and 7 things leaders can do to motivate their team.

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