Employee Engagement Notes

Slide 1

* Gallup recently conducted research to uncover whether there is a correlation between focusing on talent and Engagement. What was uncovered is that the worst thing that you can do to people is ignore them and not discuss their performance.
* The “Ignored” graph shows the percent of Engaged, Not Engaged, and Actively Disengaged employees when there is no discussion around performance at all. Here you will see that 40% of the employees are Actively Disengaged, 57% are not engaged, and only 2% are engaged.
* The next graph shows the different levels of engagement when there is a performance review but the main focus is weaknesses. Here you will see that the percentage of actively disengaged employees is practically cut in half and that 45% of the employees are now engaged.
* The real magic happens when you conduct a performance review around an employees strengths. By focusing on the strengths during a performance review, you are drastically decreasing the level of actively disengaged employees down to less that 1%, and engaged employees are now at 61%.
* On day one, we discussed engagement and that active disengagement costs the US $550 billion each year. By having performance reviews with your team and focusing on their strengths we are making a big impact on our organization and have the opportunity to make actively disengaged employees practically non-existent.
* By focusing on Employee’s strengths and things that you know they can be successful at, you are increasing their engagement. Hands down this is a better option than focusing on their weaknesses where you already know that they won’t succeed.
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Slide 2

* Talk about people that are eccentric, difficult to work with, etc. Those may be clues to talent and they may complement your team.
* Stop trying to make people well-rounded. Let them shine in their areas of talent and provide them with a supporting cast