

Your Employee Assistance Program is a support service that can help you take the first step toward change.

Increasing Employee Engagement

Engaged employees are involved, passionate, and motivated to work for the good of the company. Research has shown that employee engagement helps the bottom line. Companies with high engagement have 3.9 times more growth in earnings than those with lower engagement.

When employees are not engaged, companies can lose billions because of low productivity. Many workers report that being unhappy at work also causes problems with their health and life outside work.

How engaged are your employees?

To help employers find out how engaged their employees are, The Gallup Organization came up with these 12 questions:

12 Questions to Measure Employee Engagement developed by The Gallup Organization:

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment you need to do your work right?
3. At work, do you have the opportunity to do what you do best every day?
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?
8. Does the mission/purpose of your company make you feel your job is important?
9. Are your fellow employees committed to doing quality work?
10. Do you have a best friend at work?
11. In the last six months, has someone at work talked to you about your progress?
12. In the last year, have you had opportunities at work to learn and grow?

What employees need to be more engaged:

The following are a few things that are shown to lead to higher engagement among employees:

- A strong relationship with a manager who focuses on their strengths
- Clear communication from their manager
- Position and work assignments that allow them to do what they do best
- Strong co-worker relationships
- Opportunities to learn and grow

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