

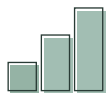
5 Surprising Ways to Improve Employee Engagement



Subtract

Too often organizations try to solve engagement through adding new initiatives. Try subtracting through identifying engagement barriers and constraints such as:

- Symbols of distrust
- Misaligned directives or incentives
- Areas of bureaucracy



Raise the Floor

Help leaders of low-scoring teams create a positive experience through:

- 1: Helping them understand their role.
- 2: Giving them the tools and coaching they need.
- 3: Providing continued support and accountability.



Support the Roof:

Learn what is working for the highest-scoring teams and determine if their techniques can be shared with other teams.



Get Credit for the Homework:

Ensure employees see and feel the action you take based on their engagement feedback. Following a survey, recognize their work. Share stories and successes.



Expand Ownership:

HR should not own employee engagement initiatives alone. Starting with leadership, expand ownership throughout your entire organization. Each employee should understand that they own a component of the employee experience.