

NOW
2018
Staff Career Development
Conference

Inspiring
Sustainable
Opportunities

Your Sustainable Career

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Why Engagement Matters

- ▶ 34.1% of American workers are engaged ([Gallup](#))
- ▶ 42% of employees who were highly engaged in learning were also highly engaged overall at the organization
- ▶ Engaged employees are part of a virtuous circle which only leads to further engagement
- ▶ Engaged staff are most likely to be recruited, promoted and given other learning opportunities

Maslow's Hierarchy of Needs



Gallup Q12 - Indicators of Engagement

Q1: I know what is
expected of me at work.

Gallup Q12 - Indicators of Engagement

Q2: I have the materials
& equipment I need to
do my work right.

Gallup Q12 - Indicators of Engagement

Q3: At work, I have the opportunity to do what I do best every day.

Gallup Q12 - Indicators of Engagement

Q4: In the last seven days, I have received recognition or praise for doing good work.

Gallup Q12 - Indicators of Engagement

Q5: My supervisor, or someone at work, seems to care about me as a person.

Gallup Q12 - Indicators of Engagement

**Q6: There is someone
at work who encourages
my development.**

Gallup Q12 - Indicators of Engagement

Q7: At work, my
opinions seem to count.

Gallup Q12 - Indicators of Engagement

Q8: The mission or purpose of my organization makes me feel my job is important.

Gallup Q12 - Indicators of Engagement

Q9: My co-workers or fellow employees are committed to doing quality work.

Gallup Q12 - Indicators of Engagement

Q10: I have a best friend at work.

Gallup Q12 - Indicators of Engagement

Q11: In the last six months, someone at work has talked to me about my progress.

Gallup Q12 - Indicators of Engagement

Q12: This last year, I
have had opportunities
at work to learn and
grow.

Gallup Engagement Survey

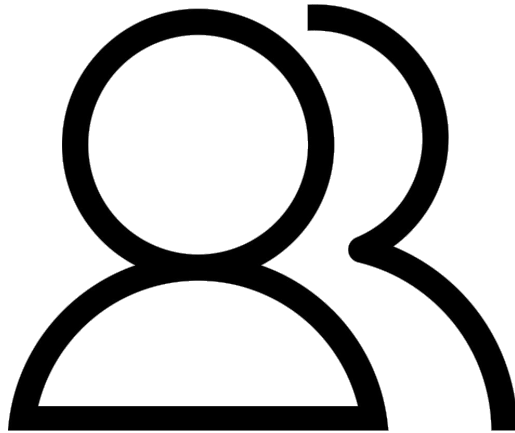
Brainstorm: What can we as employees do?



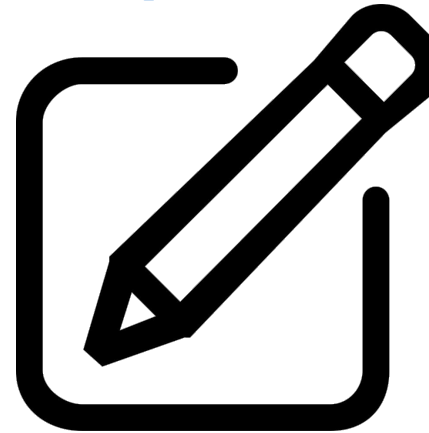
1. Pick a Question that interests you the most



2. Make a list of ways in which you could impact that question



3. Share with a neighbor



4. Let's review

Questions?

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