




WHAT IS...

UC BERKELEY EMPLOYEE ENGAGEMENT MODEL

Engaged employees are involved in, enthusiastic about and committed to their work and workplace. They produce better outcomes than other employees. These are the 13 elements we've found to be essential for our UCB colleagues. Use this information to improve your own, or your team's engagement.

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1




Clarity

The employee understands what is expected of them

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Reflection Questions
What about your day-to-day could use more clarity?

2




Resources

The employee has the equipment, information, and training needed to do their job

.....

Reflection Questions
What equipment, information, or training do you need to do your job most effectively?

3



Autonomy & Trust

The employee has appropriate flexibility in how to do their job

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Reflection Questions
How do you like to be managed?

4




Recognition

The employee is recognized for good performance

.....

Reflection Questions
How do you like to be recognized?

5




Psychological Safety

The employee feels safe bringing up questions, ideas, or mistakes

.....

Reflection Questions
What would help you feel comfortable enough to bring up questions, ideas, or mistakes?

6




Diversity & Inclusion (Gender, Race, Ability, Age, Sexual Orientation & More)

The employee feels respected and incorporated in decision making regardless of identity.

.....

Reflection Questions
What would help you feel more welcomed at work?

7




Belonging

The employee is valued for their authentic self

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Reflection Questions
What helps you feel like you belong?

8




Caring

The employee feels they're cared about as a person

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Reflection Questions
What helps you feel cared about?

9




Equity

The employee perceives a sense of equality to success

.....

Reflection Questions
What would enable you to feel like you have an equal opportunity to succeed?

10



Growth

The employee expects to learn and grow in the organization

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Reflection Questions
How do you want to grow professionally?

11



Purpose & Impact

The employee can connect their job to a larger purpose

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Reflection Questions
How do you see your work connecting to a larger purpose?

12



Trust in Management

The employee trusts the organization's leaders

.....

Reflection Questions
What actions can leaders take to increase your trust in them?