

EMPLOYEE ENGAGEMENT MODEL





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 essetial for our UCB colleagues. Use this information to improve your own, or your team's engagement.

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Clarity

The employee understands what is expected of them

Reflection Questions

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



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?



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?

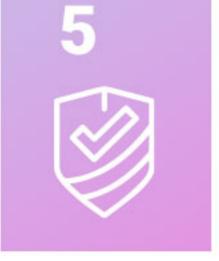


Recognition

The employee is recognized for good performance

Reflection Questions

How do you like to be recognized?



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?



& Inclusion(Gender, Race, Ability, Age, Sexual Orientation

& More)

The employee feels respected and incorporated in decision

Reflection Questions

What would help you feel more welcomed at work?

making regardless of identity.



Belonging

The employee is valued for their authentic self

Reflection Questions

What helps you feel like you belong?



Caring

The employee feels they're cared about as a person

Reflection Questions

What helps you feel cared about?



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?



Growth

The employee expects to learn and grow in the organization

Reflection Questions

How do you want to grow professionally?



Purpose & Impact

The employee can connect their job to a larger purpose

Reflection Questions

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



Trust in Management

The employee trusts the organization's leaders

Reflection Questions

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