



LEAP

LEARN . ENRICH . APPLY . PERFORM



Employee Engagement:

Owning Your Engagement Tool

Employees to use this tool
with their leaders while
facilitating engagement
conversations and action
planning meetings



Baptist Health South Florida

Owning Your Own Engagement

Engaged employees begin the day with a sense of purpose and finish it with a sense of achievement. They consistently bring high levels of determination, tenacity, energy and resilience to everything they do. They are dedicated to their jobs, and it shows in their enthusiasm, inspiration and pride in their work. They become easily engrossed in their roles, and time flows quickly for them when they are at work.

In contrast, employees with low engagement dread going to work. Their interactions with coworkers are more negative than positive, and they sometimes treat customers poorly. They also speak poorly about their company to friends and family, achieve less on a daily basis and have fewer creative moments at work.



Engagement is a Choice

There's no such thing as a stress-free workplace. Employees in every industry and every type of role often face hurdles and negativity when they come to work -- and that includes employees like you. But you have a choice in how you respond to daily challenges, and if there's nothing else you can change about a situation, at least you can choose your attitude and approach.

As you embark on your own engagement journey, the following are some specific steps you can take to stay focused on your engagement goals:

<p>Step 1: Define your own engagement.</p>	<ul style="list-style-type: none">• Assess areas where your engagement is strong and areas where it weak.• Identify the most and least engaging moments in your day, as well as what leads up to those moments.• Think about how you work best and what conditions set you up for success.• Consider the habits -- good and bad -- that contribute to or chip away at your engagement

Step 2:
***Use your strengths
to form positive
engagement habits.***

- Establish positive, consistent habits at work can help you change your environment and create higher personal engagement.
- Find ways to enliven mundane tasks or do more of what you enjoy doing at work can increase your sense of job fulfillment.
- Change a cynical attitude to a more open one.
- Identify your strengths and apply those strengths in your role every day



Step 3:
Build an action plan for sustained personal engagement

- Take a look at your organization’s engagement survey items and think about what it would take for you to strongly agree with each item.
- Use your strengths to take action on the engagement items that matter most to you.
- Create a plan to increase your engagement in these areas

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Step 4:
Build an action plan for sustained personal engagement

- Take responsibility and empower yourself by setting measurable, realistic goal.
- Stay focused on your goals by monitoring your own progress.
- Share your goals with your supervisor and ask for their support and/or guidance.
- Celebrate your achievements

