

Managing Your Own Engagement Equation



Presented by:

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Based on the work of Blessing White

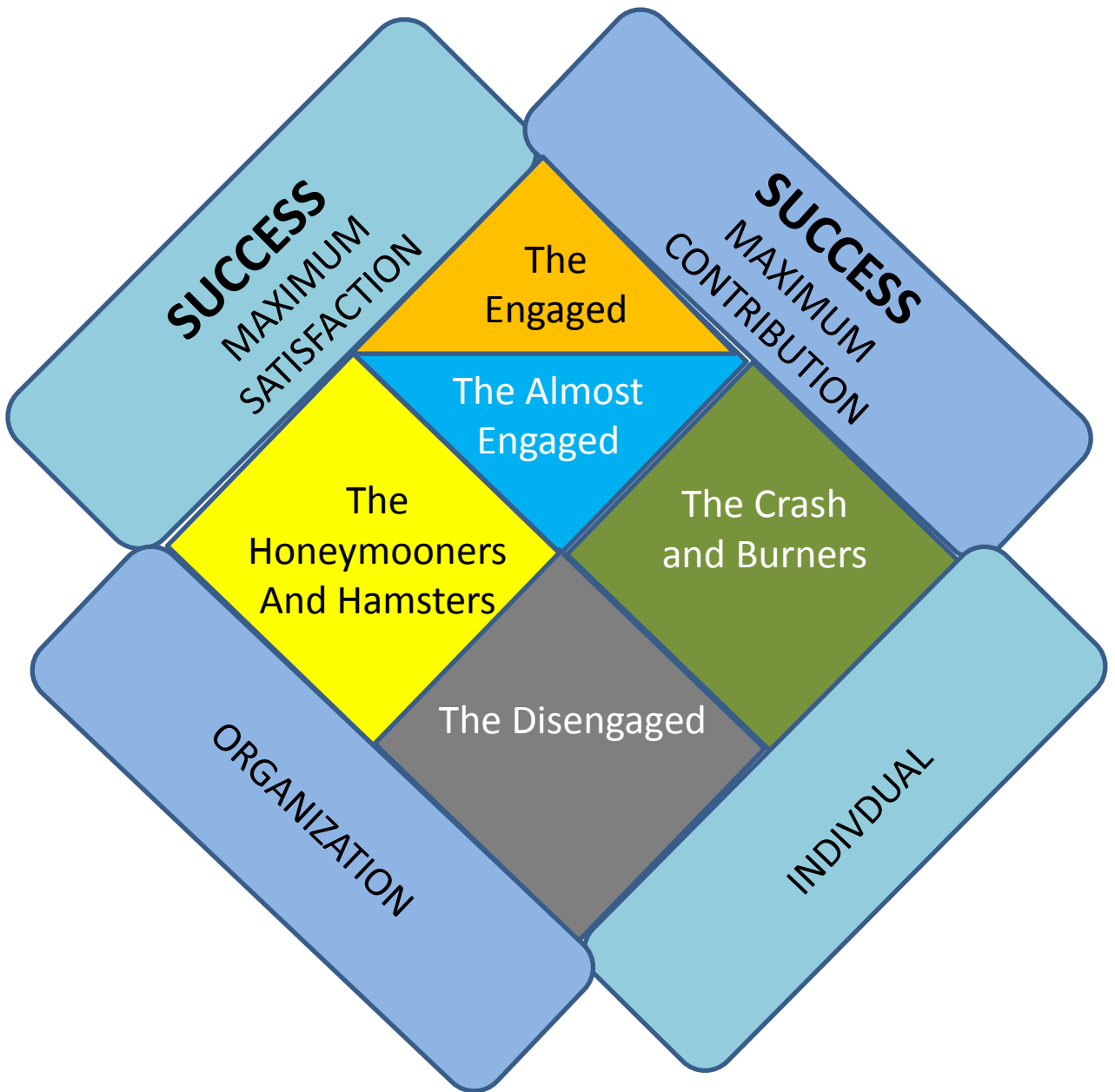
Professional & Workforce Training



EDUCATION • SKILLS • RESULTS

We're Engaged!

Employee Engagement



Engagement is Personal

No one can *make you* more engaged. Your engagement, ultimately, is a *personal equation*. It reflects *your* relationship with work, based on your:

- _____
- _____
- _____

The goal is always to move yourself up to experience the highest levels of contribution and satisfaction.

Do your part.

Assessing My Values

ACHIEVEMENT (attaining goals, sense of accomplishment)

ADVANCEMENT (progress, promotion)

COMPETITIVENESS (striving to win, being the best)

ECONOMIC SECURITY (steady, adequate income)

FAMILY HAPPINESS (close relationships with family members)

FREEDOM (independence, autonomy, liberty)

FRIENDSHIP (close relationships with others, rapport)

HEALTH (physical and mental well-being)

INTEGRITY (honesty, sincerity, standing up for beliefs)

LOYALTY (commitment, dedication, dependability)

ORDER (organized, structured, systematic)

PERSONAL DEVELOPMENT (learning, strengthening, realizing potential)

PLEASURE (fun, enjoyment, good times)

RESPONSIBILITY (accountability, reliability)

SELF-RESPECT (belief in your own abilities, self-esteem)


SPIRITUALITY (faith, strong spiritual and/or religious beliefs)

STRENGTH-BASED WORK (aligning your strengths to your work)

WEALTH (abundance, getting rich)

Naming My Strengths

**ACHIEVER – ACTIVATOR – ADAPTABILITY – ANALYTICAL –
ARRANGER – COMMAND -- COMPETITION – COMMAND –
COMMUNICAITON – CONNECTEDNESS -- CONSISTENCY – CONTEXT –
CONSISTENCY – DELIBERATIVE – DEVELOPER – DISCIPLINE –
EMPATHY – FOCUS – FUTURISTIC – HARMONY – IDEATION –
INCLUDER – INDIVIDUALIZATION – INPUT – INTELLECTION –
LEARNER – MAXIMIZER – POSITIVITY – RELATOR –
RESPONSIBILITY – RESTORATIVE – SELF-ASSURANCE –
SIGNIFICANCE – STRATEGIC – WOO**



Communicate

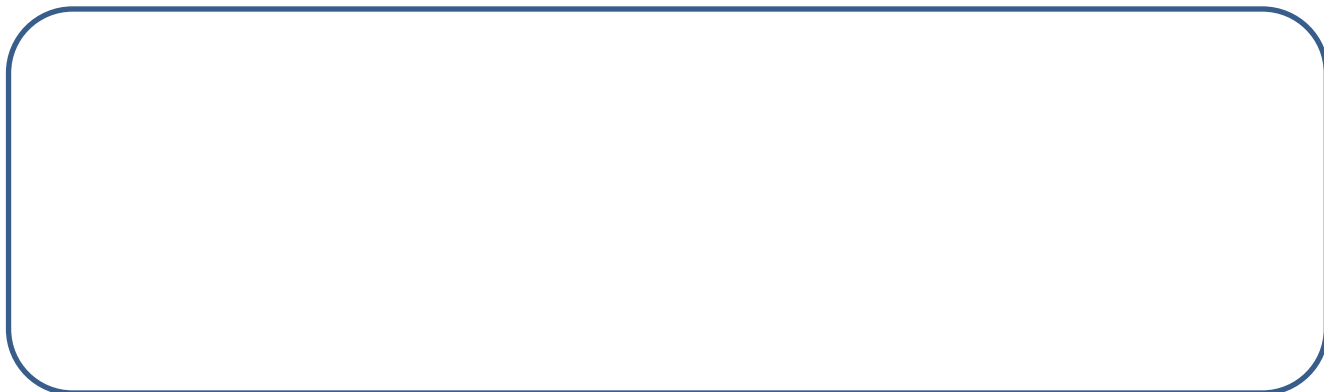
Name of the Game? Seek feedback!

- Where do people see you most energized at work?
- Are your personal motivators clear to your Manager?
- Are you clear on the priorities of your Manager and your department?

One big thing my Manager needs to understand about me:



What are my Manager's priorities? How does my role fit into them?





Take Action

*What are you waiting for?
Choose to be more engaged.*

- **Be clear about your values.**

- **Build on your strengths.**

- **Know what matters to your Manager.**

- **Commit or quit.**

Instead of Waiting, Remember...

- You have the primary responsibility for your job satisfaction and success.
- Your current position offers the best, most immediate opportunities for personal growth, achievement, and satisfaction.
- Your personal values are the fuel for your personal growth and leadership.
 - Building on strengths is the fastest route to success.
- You can't do it alone. Constructive, continuous dialogue with your Manager makes the difference.
 - Feedback is an essential ingredient of remarkable accomplishments.
- Nothing happens unless you take action. Action demands a plan and the courage to carry it out.
- Your organization's success depends on the efforts of aligned, engaged individuals like you.