

Ways managers can increase employee engagement

Learning specific details about your employees can help you create a win-win situation for your employees and your organization. Ask them what fuels them, what they are good at and enjoy doing, what their professional goals are, and how they like to be recognized. It can keep employees more engaged and productive.

The following are questions you can ask employees. You don't need to ask these all at once. You can infuse them into your conversations.

1. Is there anything I/we can do to make you feel safer and more supported?
2. Is there anything I/we can do to allow you to feel like you belong at work?
3. Do you have a friend/trusted advisor at work?
4. Do you feel you have autonomy about how you get quality work done?
5. How do you believe your work connects to the mission of our organization (link to mission)?
6. Can you see the career path at our organization?
7. Do you have a mentor at work?
8. What aspects of your work fuels you?
9. What aspects of your work are easiest for you to do/that you do not mind doing?
10. What aspects of your work drain you?
11. What are your professional goals?
12. How do you like to be recognized: public or private, verbal or written?

When people feel recognized, appreciated, and engaged, their sense of value and meaning increases, and it can help them manage stress. Staff who receive frequent appreciation at work from coworkers and supervisors are more likely to recognize and appreciate others.

Recognition has five essential pillars:

1. **Fulfilling:** Meaningful to both the giver and receiver
2. **Authentic:** Genuine and true
3. **Equitable:** Unique but consistent
4. **Embedded in the culture:** Woven into the workplace as a norm
5. **Personalized:** Based on an individual's preference

Workplace leaders can build a culture where workers feel seen, respected, needed, and valued.