



Explore Manager Engagement

Impact of an engaged manager:

- As a manager, your level of engagement impacts not only your performance but also that of your team.
- An engaged manager has a passion and enthusiasm for the work they do, seeks out opportunities for growth and displays a confidence in the vision and direction of the organization.
- An engaged manager can inspire their team to thrive in their work environment, to bring their very best to work each day and to grow and develop into the leaders of tomorrow.

Measuring my engagement:

- A good first step in assessing your level of engagement is to identify some of the key drivers of engagement. The following is a list of the most **commonly identified engagement drivers**:
 - **Career Development**
 - **Job Content**
 - **Recognition**
 - **Relationship with manager**
 - **Connection to, and confidence in organization vision and strategy**
- Next, rank these engagement drivers in their order of importance to you and add any additional drivers you feel impact your level of engagement.
- Finally, take some time to think about each of the key engagement drivers on your list and give an honest self-assessment of your level of engagement in each area.

How can I improve my level of engagement?

- With your assessment completed, you now have the information needed to create an action plan for any areas where you feel engagement needs to be improved.
- Personalize your action plan by focusing on any factors inhibiting your engagement in each area:
 - **Career Development:** Define your career path/ take on new assignments, projects, and developmental opportunities. Align development goals with your career plan.
 - **Job Content:** Are you utilizing your skills to their full potential in your current role? What opportunities are available (assignments, projects, etc) to maximize use of your skills?
 - **Recognition:** Do I feel valued for the work I do? Ask your manager for more feedback on work being completed as this is helpful for you in your development.
 - **Relationship with manager:** Work to understand your managers' needs and expectations and position yourself as a strategic partner on their team. Talk to your manager about your career/development goals.
 - **Connection to organization vision and strategy:** Work with your leadership team and others to understand the long term vision, strategy and goals for the organization. Think of how your work and that of your team aligns to, impacts, and supports that vision. Become a part of the mission.

Action Item

- Talk to your manager about your plan to improve engagement for yourself and your team.

Tags: Employee Engagement, Professional Development, Personal Development, Communication, Goals, Vision, Performance