5 Strategies to
Instantly Boost Employee Engagement Within Your Organization

According to Gallup, employee engagement has remained stagnant in the United States – hovering around 30% – for the past five years. As long as engagement remains low, both individuals and businesses suffer – they are less productive and successful than they might be otherwise.

Members of a workforce who are empowered, balanced and focused on personal wellbeing will be better equipped to do their jobs with focus and clarity, day after day.

Thus, just as employee engagement is intrinsically linked to individual company cultures, it's also essential to employee wellbeing.

Here are 5 ways you can boost employee engagement within your organization, starting today:

ENCOURAGE PHYSICAL ACTIVITY AT WORK

Getting up and moving around during the day helps keep individuals focused and any investment you make in their physical wellbeing will be recognized and rewarded. Consider offering instructor-led lunchtime classes, after-work yoga, training stipends, or investing in a wellness program that rewards physical fitness.

TRAINING AND CAREER DEVELOPMENT OPPORTUNITIES

Employees who feel that their position lacks room for growth and achievement eventually disengage, even if they enjoy their position. Supporting employees, in whatever way your budget allows, in ways that are pertinent to their role or department, helps increase engagement. Many organizations offer partial tuition reimbursement, or cover a seminar stipend per year.

CLEAR JOB DESCRIPTIONS

Surprisingly, even tenured employees can feel murky about their job role and, more importantly, how success in their role is quantified. When evaluation criteria is unclear or employees aren't sure about what they need to do to succeed, they often disengage out of frustration.

Does everyone in your organization have a job description? Is it the same job description from when they started the position? Could it use an update? Set aside time for management and their reports to update job descriptions, and have both sign off on the agreed upon role.

TIMELY AND SCHEDULED FEEDBACK

When individuals feel that their work isn't noticed, or that management doesn't care about the work they do, it can create apathy towards the mission and importance of their role. Make sure that annual reviews are organized and occur in a timely manner. If possible, mandate quarterly reviews or "check-ups" so that employees and their management have a clear game plan, and individuals feel that the work they are doing is being recognized and a priority.

ENSURE EMPLOYEES HAVE NECESSARY RESOURCES

You wouldn't have your employees typing on a typewriter, would you? Maybe it's time to ditch that last-decade printer, or invest in a coffee machine that isn't "temperamental." When time is wasted working around sub-par resources, individuals become frustrated. While employers need to be cognizant of budgetary restrictions, it's paramount that employees have the tools they need to function efficiently at work.

Do you know what to expect from employee wellbeing technology in 2018?

Hear our webinar replay and get an advance look into the future of wellbeing, highlighting areas of innovation and opportunity for employers.

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