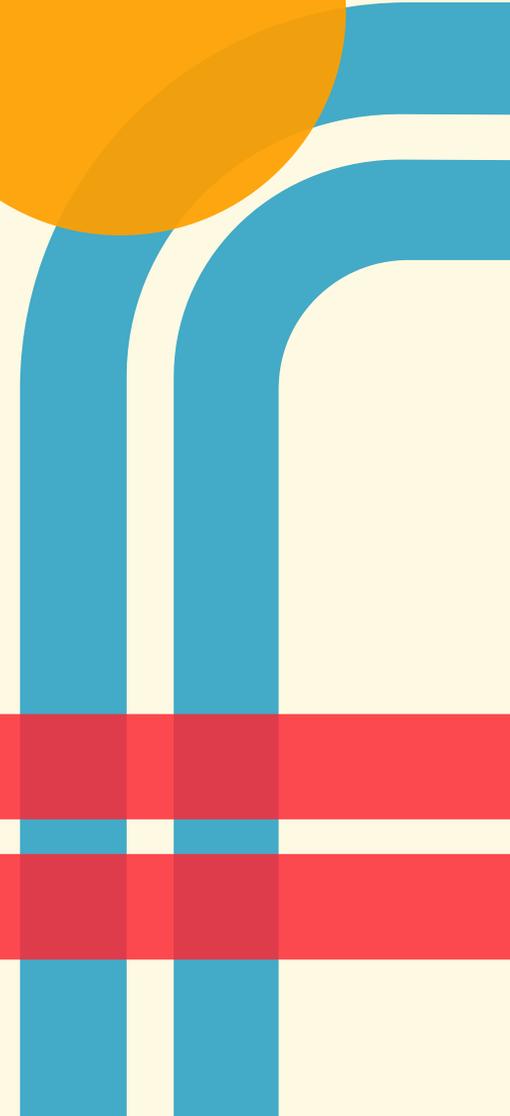
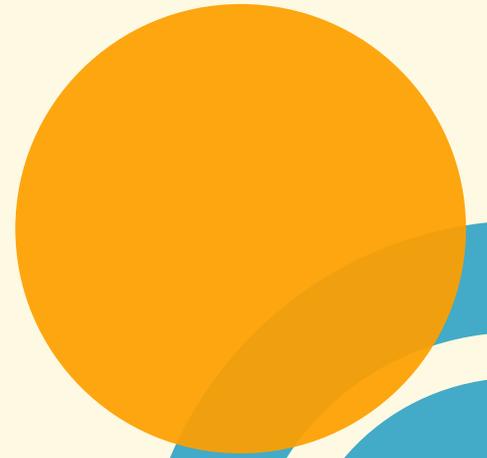


Maintaining Engagement Between Surveys



Steps to Maintaining Employee Engagement



STEP 1



START WITH A CONVERSATION

Managers should begin by approaching employees with a genuine interest in their satisfaction and engagement levels.

The conversation should be approached with an open mind, without making any assumptions.

STEP 2



SET GOALS

Establishing goals for the conversation is crucial. Managers might start by asking questions about what the employee likes and dislikes about their job, areas they would like to improve and what motivates them.

STEP 3



POSITIVE FEEDBACK

Acknowledge and reinforce areas where the employee excels, as well as any positive contributions they make to the organization. Positive feedback increases motivation and engagement.

STEP 4



IDENTIFY AREAS FOR IMPROVEMENT

Identify areas that could be improved, such as support or resources, work-life balance, training, or recognition. Ask the employee for any suggestions for improvement.

STEP 5



DEVELOP AN ACTION PLAN

Managers and employees should collaborate on an action plan to help resolve any issues identified during the conversation. A plan could include new training or development opportunities, changes to work schedules or assignments, or recognition programs.

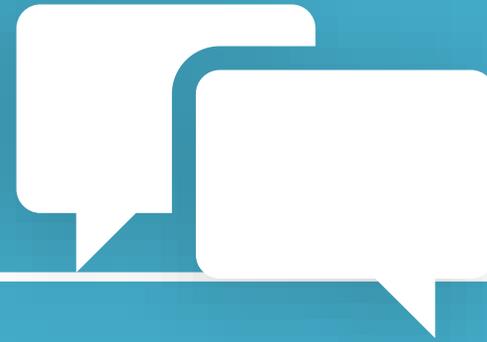
STEP 6



SET FOLLOW UP MEETINGS

Plan for periodic follow-up meetings to track progress and ensure that the action plan is working.

STEP 7



COMMUNICATE CLEARLY

Communication is key through this process. Managers must help employees understand what they can expect and what is expected of them.

STEP 8



SHOW APPRECIATION

Make sure to appreciate the employees for participating in the conversation as it shows that you respect their opinion and are willing to work to improve their satisfaction at work.

Steps to Maintaining Employee Engagement

