

Engaging Your Team

Everything you say and do, or fail to say and do as a leader is either motivating and engaging, or demotivating and disengaging your team.

SUSAN ARMSTRONG

How self-aware are you? According to Forbes 95% of Leaders believe they are self-aware but only 10-15% actually are!

FORBES

When it comes to engaging employees remember that as people, we really only want one thing – to feel valued or important.

How do we do this? Typically, we give raises, promotions or bonuses to engage and motivate and then we wonder why they don't work. We often have impersonal recognition systems that require a keystroke or two and certificate is sent thanking the person for doing a good job. These don't work because they don't make the person feel valued or important.

It's hard to get a vision to stick if it hasn't moved from the head to the heart. Far too many Leaders stop at the thinking rather than the feeling and wonder why their team isn't engaged.

CASPAR CRAVEN

TOP TIPS FOR ENGAGEMENT



Communicate, communicate, communicate. When it comes to the pandemic, according to HBR more than 90% of employees said they wanted at least weekly communication from their company.



Get them involved as much as possible – employees need to feel “in on things”, they need to feel they belong with the organization.



Practice listening – deep listening – more often than not we listen with the intent to respond. 75% of the time, we are distracted, preoccupied or forgetful (Hunsaker).



Let Your Employees know they are valued by:

- Calling them personally to say “thank you”
- Recognizing their superpower – everyone has one
- Show them how their work contributes to the bigger picture. People will be higher performing if they understand how their role fits into the bigger picture
- Let them know how they make a difference; to you, to their team, to the organization and it’s customers

CHALLENGE...

You may know all of this, but how do you know your managers or leaders know to do this? After all, only 10–15% of people are self-aware.