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### Simple Steps to Employee Engagement

Only 29% of 1,500 employees participating in a recent Dale Carnegie survey are fully engaged and actively committed to their work. What's your guess about what the percentage would be if the people who report to you took the same survey? Would you like to boost the percentage? You can.

The participants in the Carnegie survey stated that a sub-par relationship with their immediate supervisor was a major reason for their lack of engagement. Here are five stunningly simple things you can do to boost the engagement of the people who report to you.

#### Say "thank you."

Feeling recognized and appreciated is a basic human need. Think of what it means for you to have your efforts valued. It's not necessary to make a big deal of it. Just a quick, authentic thank you goes a long way.

#### Don't Forget the Obvious

Praise even small improvements in performance when you see them. And make it a practice also to give praise even where improvement isn't needed. Don't ignore what's going well. Make today the day you thank those responsible for the smooth operation of routines, past and present.

#### Ask for Feedback

Frequently asking "How am I doing?" helped develop popular NYC Mayor Ed Koch's dedicated, loyal following. Inviting constructive feedback may not be easy, but can produce information that will help you be an even better manager. When you demonstrate interest in what people have to say, they're more likely to participate in a give-and-take that builds engagement.

#### Walk and Talk in a Casual Setting

When you talk with someone in your office you're in the power position. Brief one-on-one conversations while walking (inside or out) keep the emphasis off the power differential, inspire creativity and nourish engagement.

#### Smile

Believe it or not, a smile when you pass employees in the hall can contribute to their feeling more connected to you – and to the work they're doing under your direction. Also, it feels good. One smile might not turn around a disengaged employee, but it could be the first step in the process.