

CREATE AN ENGAGED WORKFORCE

A CHECKLIST FOR MANAGERS



SIGNS OF AN UNENGAGED WORKFORCE

Identify the current state of your workplace

COSTS OF UNENGAGED WORKFORCE

There are financial and cultural impacts to your business.

BENEFITS OF ENGAGING YOUR EMPLOYEES

Building for a profitable future.

*Successfully
Ever After*

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Have You Created A Culture of Engaged Employees?

Checklist

SIGNS OF AN UNENGAGED WORKFORCE

50% of employees say they are unhappy. However, that number jumps up to 59% for women.

- Employees are only doing the minimum to get by
- Poor communication even when you hold meetings
- No one shares ideas
- Star performers begin to miss deadlines
- Normally reliable employees are absent more
- Teams are quick to point the finger at others
- Productivity has declined
- Employees are rude to other employees

COSTS OF UNENGAGED WORKFORCE

- Declining productivity means less profits
- Their attitude impacts co-workers
- The cost to hire or retrain
- Damage to your external brand

*Successfully
Ever After*

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The cost of hiring and retraining is estimated to average 6 to 9 months of the former employee's salary.

BENEFITS OF ENGAGING YOUR EMPLOYEES

202%-

The percentage improving employee engagement levels could help your business outperform your competition

- Retention of employees
- Recruitment of new employees
- Greater satisfaction from employees
- Increased innovation and problem solving
- Stronger teams
- Higher level of mentorship
- External brand boost
- Satisfied customers
- Less absenteeism
- Higher level of profits
- Higher level of safety at work
- Better employee health
- Better quality
- Less workplace stress
- Lower burnout rates

"TO WIN IN THE MARKETPLACE YOU MUST FIRST WIN IN THE WORKPLACE."

Doug Conant (CEO of Campbell's Soup)

LET ME HELP YOU CREATE A CULTURE OF ENGAGED EMPLOYEES

Problems in the workplace begin when people don't have a clear direction from their leaders and their values and purpose have become just some fancy words written on paper that have been filed away and forgotten. They are no longer alive and helping grow a thriving culture.

Your biggest asset to success is already right there within the door to your office.

You can turn around the lagging productivity and performance issues by helping your employees see the future in your organization. It's time to tap into the skills, dedication, and innovation your employees bring to the table and cultivate a culture that turns the disengaged into the fully engaged. If not, prepare to watch the talent, skills and ideas walk out the door and land at your competitor's doorstep. Take the first step by investing in them.

It's a new approach to employee engagement...

When your company values and your employee's values align and assist your employees in creating their personal career brand, you **become a partner in their career development**. You enable them to recognize their strengths and the contributions they bring to your organization. It's a strong signal that you value what they bring to the table.



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