

JOB AID

JOB ENGAGEMENT PRACTICES

Use this job aid as a starting place for creating your own organization's engagement boosting strategy.

- Hire the right people and ensure that they are in the right jobs.
- Ensure that there is a free flow and exchange of information from leaders to the frontline and vice versa.
- Build a work environment that is free of harassment and discrimination.
- Involve employees in decision making on matters that affect their daily work.
- Give people clear performance goals, provide them feedback on their results, and let them know that performance matters.
- Hire and develop effective leaders, managers, and supervisors.
- Create jobs in which employees feel that their work makes an important difference.
- Create a well-developed talent management system that maximizes employee talent and contributions through professional/personal development plans for each employee.
- Build a sense of community and collegiality at every organizational level.
- Recognize, celebrate, and reward employee contributions and results.