

# THE ENGAGEMENT FACTOR POLL

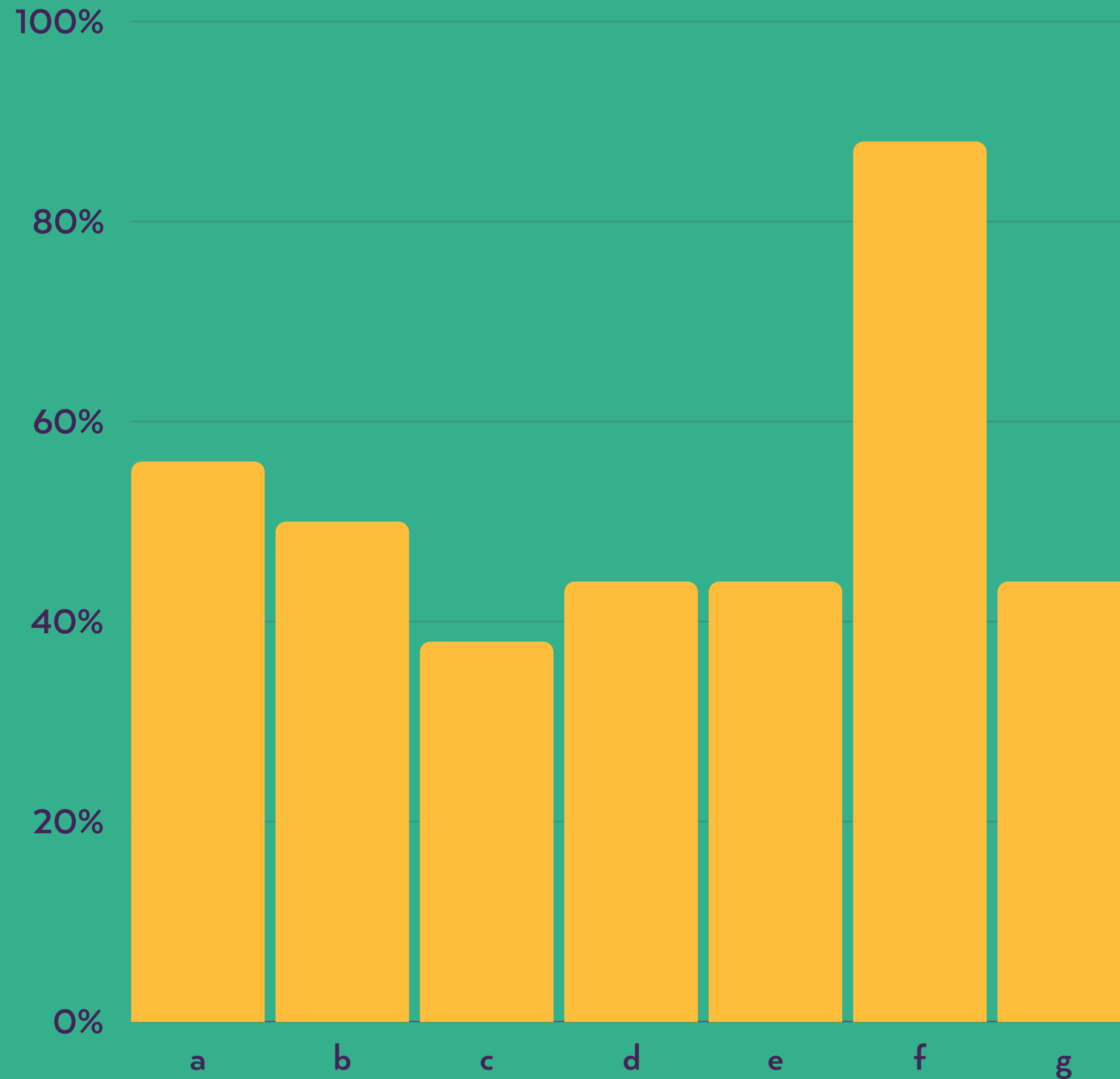
1. Have you ever felt disengaged at work?
2. What were some of the precipitating factors? (select as many as are relevant)
  - a. Murky expectations
  - b. Limited professional development
  - c. Disconnected from the organization's purpose
  - d. Being micromanaged
  - e. Feeling overwhelmed by the speed and pace of work
  - f. Lack of support
  - g. Other

# POLL RESULTS

Have you ever felt disengaged at work?



Of the participants who responded, 100% said “Yes,” they have felt disengaged at work before



## What were some of the precipitating factors?

- a. Murky expectations
- b. Limited professional development
- c. Disconnected from the organization's purpose
- d. Being micromanaged
- e. Feeling overwhelmed by the speed and pace of work
- f. Lack of support
- g. Other



Of the participants who responded, 88% responded that they felt disengaged due to a lack of support



Of the participants who responded, 56% responded that they felt disengaged due to murky expectations



Of the participants who responded, 50% responded that they felt disengaged due to lack of professional development



# STANDOUTS FROM THE CHAT

Throughout the session, we invited participants to remain engaged by posing questions in the chat.

Here are some of their responses.

# In what ways are you identifying connection points within the organization?

“We are a virtual org, have 1:1 calls with staff, Friday connect emails, weekly memo's about what's happening.”

“Providing employees with freedom to explore potential experiences and exposure- grow assignments in a different department/function”

“I've been working on "emotional culture" in our engagement program - after finding an article by Harvard Business Review on employees who feel love perform better. Focused now on high-quality connections. Examples: tapping into strengths, mindfulness, listening, collaboration, etc.”

How does it make you feel when you've been listened to...  
and feel understood?

valued

validated

relieved    seen    safe  
                  secure

**When you hear the phrase “employee engagement,” think back to a time in your professional life when you felt an optimum engagement level. What conditions influenced that feeling?**

**“For me it was being recognized, feeling important in my role/ valued, being given the space and time to express my creative ideas. I was allowed to explore and I had a supportive team and we worked together. This team provided an immense sense of emotional support and encouragement. There were learning opportunities as well.”**

**“The conditions that influence engagement started with my manager and immediate leadership. Have confidence that they are listening to me, building authentic relationships, and having space to make meaningful contributions”**