

NINE MONTHS: PROMOTING TO ENGAGEMENT AND RETENTION

We've trained them, encouraged good behavior and attitudes, and coached the new hires on their job duties. Now, how can you keep your stellar employees?

Are your employees engaged? Are you sure?

How would they answer these questions?

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment you need to do your job?
3. At work, do you have the opportunity to do what you do best every day?
4. In the last seven days, have you received recognition or praise for doing a good job?
5. Does your supervisor, or someone else at work, seem to care about you as a person?
6. Is there someone at work that encourages your development?
7. Does the mission of your department and the college make you feel like your job is important?
8. Are your fellow employees committed to doing quality work?
9. Do you have a best friend at work?
10. Has someone at work talked to you about your progress?
11. Have you had opportunities to learn and grow?
12. Do your opinions seem to count?

Employee engagement matters!

Why?

- Engaged employees are **66% more likely** to always try their hardest at work.
- Engaged employees are **83% likely or very likely** to stay late at work if something needs to be done after the normal workday ends.
- Engaged employees are **74% more likely** to do something that is good for your company even if it is not expected of them.
- Engaged employees are also **50% more likely** to make recommendations for improvements.

Source: <https://www.ellucian.com/White-Papers/Cornerstone-Empowering-Employees/>

Ask your employees:
**What do we need to do to keep you engaged, challenged,
and a happy member of our team?**