

3 TIPS FOR INCREASED EMPLOYEE ENGAGEMENT

1

THERE IS NO "ONE SIZE FITS ALL" FORMULA

Take time to find out what each individual team member feels they can offer to your practice and what their goals are. You can then base your engagement opportunities around their responses that directly impact their long-term vision.

2

CHOOSE RELATIONSHIPS OVER MATERIAL THINGS

If presented the choice, choose relationships over pizza on Fridays. Better yet, build relationships over pizza. Event-based engagement exercises only work if you put in the effort to engage with the people you are trying to make happy with food.

3

DATA IS HELPFUL, BUT NOT ALWAYS NECESSARY

Employee engagement cannot always be measured with scientific accuracy. If you do want to attempt to measure engagement of your employees, consider individual based discussions and small group interactions to put your finger on the pulse of your culture. You can learn a lot when you talk with employees and ask follow up questions for clarification.

