

## Unpacking Engagement

The following information is designed to give you a brief overview of employee engagement, exemplars, and ideas for starting this important conversation with your colleagues.

### Categories of Employee Engagement

Gallup defines Employee Engagement as the involvement and enthusiasm of employees in their work and workplace. Engaged employees are committed to quality work and helping their organization succeed.



### Self-Reflection Questions

Visualize employees in your organization you view as the most "Engaged".

- What makes these employees so valuable?
- How are they making a difference for your students and your community?
- How did we find these employees?
- Why do they stay with us?
- What could we do to move the people in the middle category "Not engaged" to the highest category "Engaged."

## Resources to Explore & Facilitation Questions

Examples of publicly available resources on the importance of Employee Engagement, and general facilitation questions to use with a group.

- **District Success Story** (Source: Human Capital Resource Center, [website](#))  
[Making Our People the Priority: Going All-In on Employee Engagement](#)
- **Infographics** (Source: National Business Research Institute, [website](#))  
[The Importance of Employee Engagement](#)  
[Employee Engagement: Engaged vs Disengaged](#)
- **Videos** (Source: Author and speaker, Bob Kelleher, [website](#))  
[Who's Sinking Your Boat](#) (5:16 mins)  
[Why is Your Boat Still Sinking](#) (3:51 mins)
- **Article** (Source: Forbes)  
[How the Best Places to Work are Nailing Employee Engagement.](#)

Facilitation questions you could use with a group on any of these resources:

- What did you find interesting?
- What surprises you?
- Implications for your district?

## Examples of Factors that Impact Employee Engagement (*not exhaustive*)

Well-defined purpose and brand	<i>Leading with why you exist and how you want to be known. Everyone in the organization understands that employee engagement is a system for achieving unity of purpose and brand.</i>
Coach versus Boss mentality	<i>Encouraging teams to solve problems at the local level versus top-down commands.</i>
System-wide recognition and communications	<i>Continuously modeling and communicating best practices and being responsive. Having high expectations for quality and recognizing outstanding efforts of your leaders and staff.</i>
Strengths-based approach	<i>Using and building on your people's talents and strengths to achieve better outcomes.</i>
Belonging and trust	<i>Having trusting relationships with colleagues and a shared commitment to quality and accountability.</i>