



# Danger in the Comfort Zone

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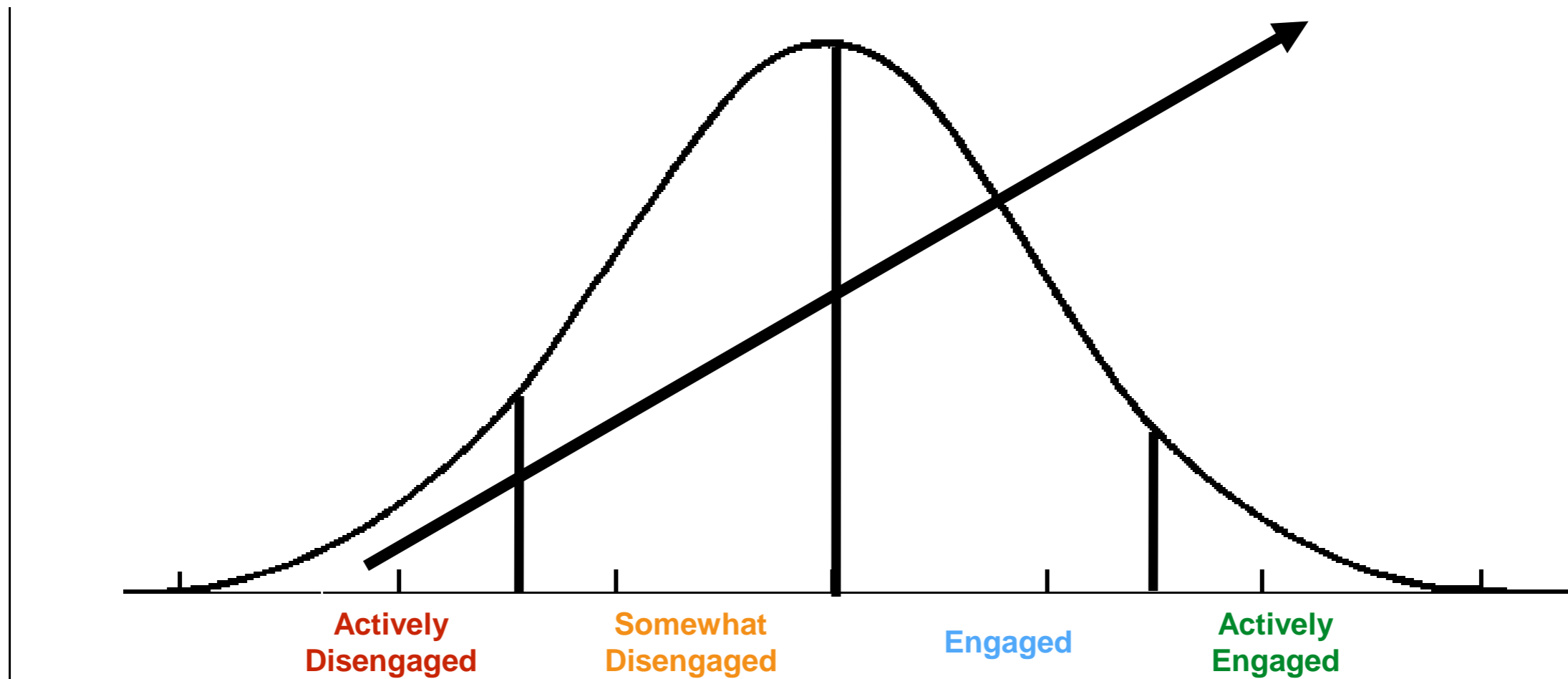
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a comfort zone  
is a beautiful place,  
but **nothing**  
ever grows there.

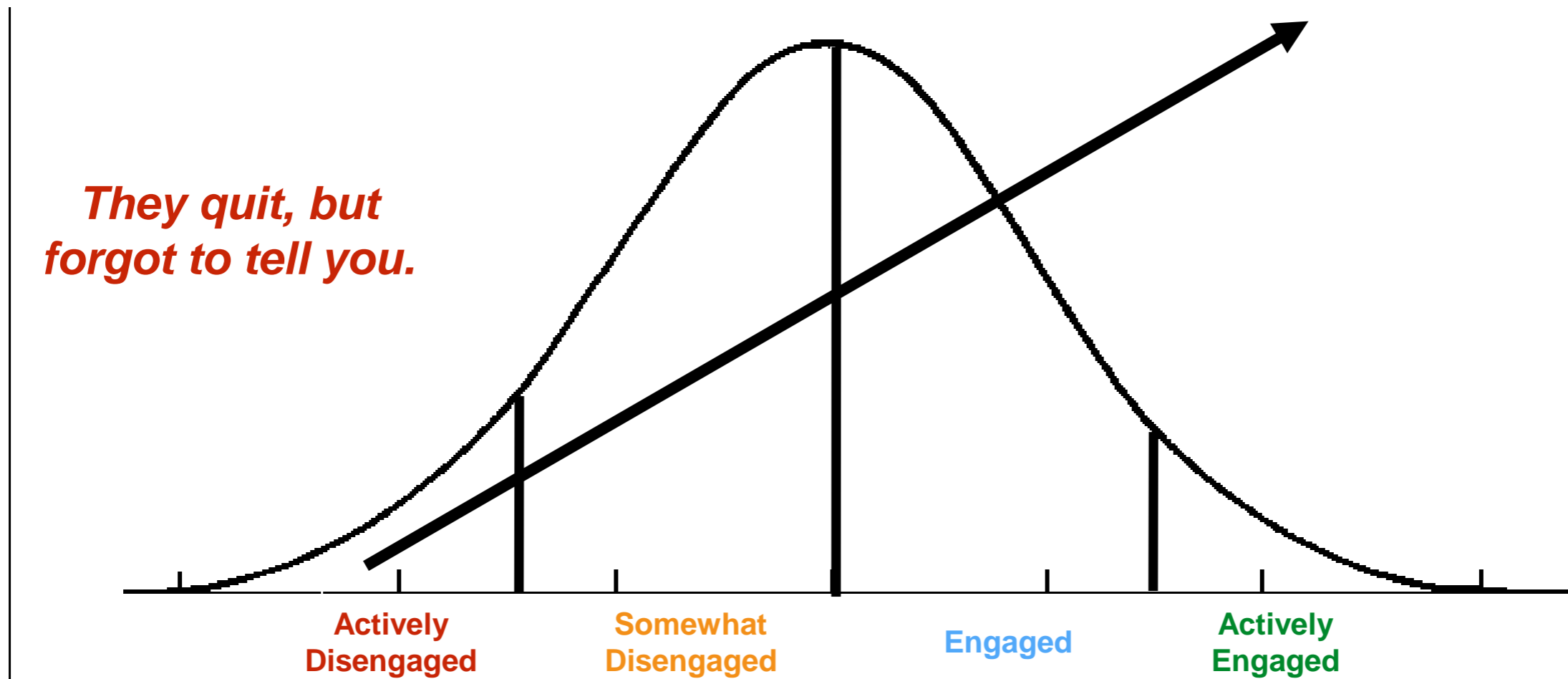
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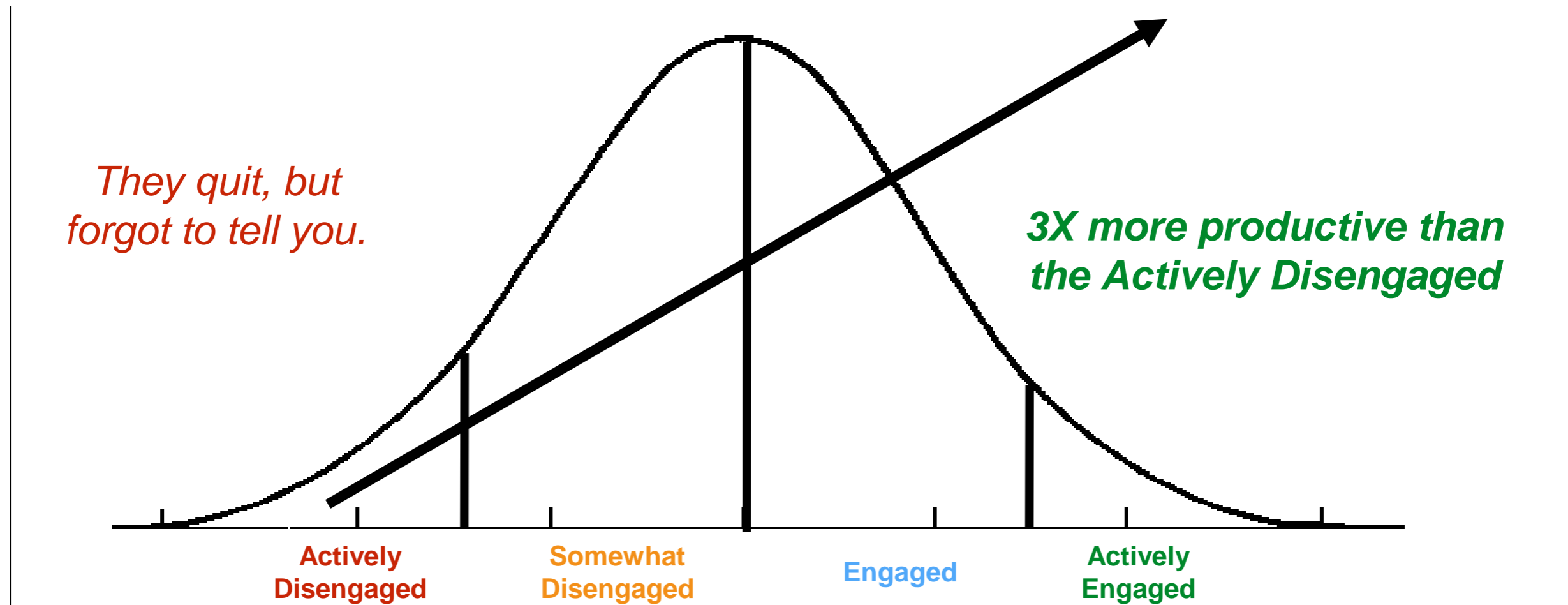
# The “Engagement Curve”



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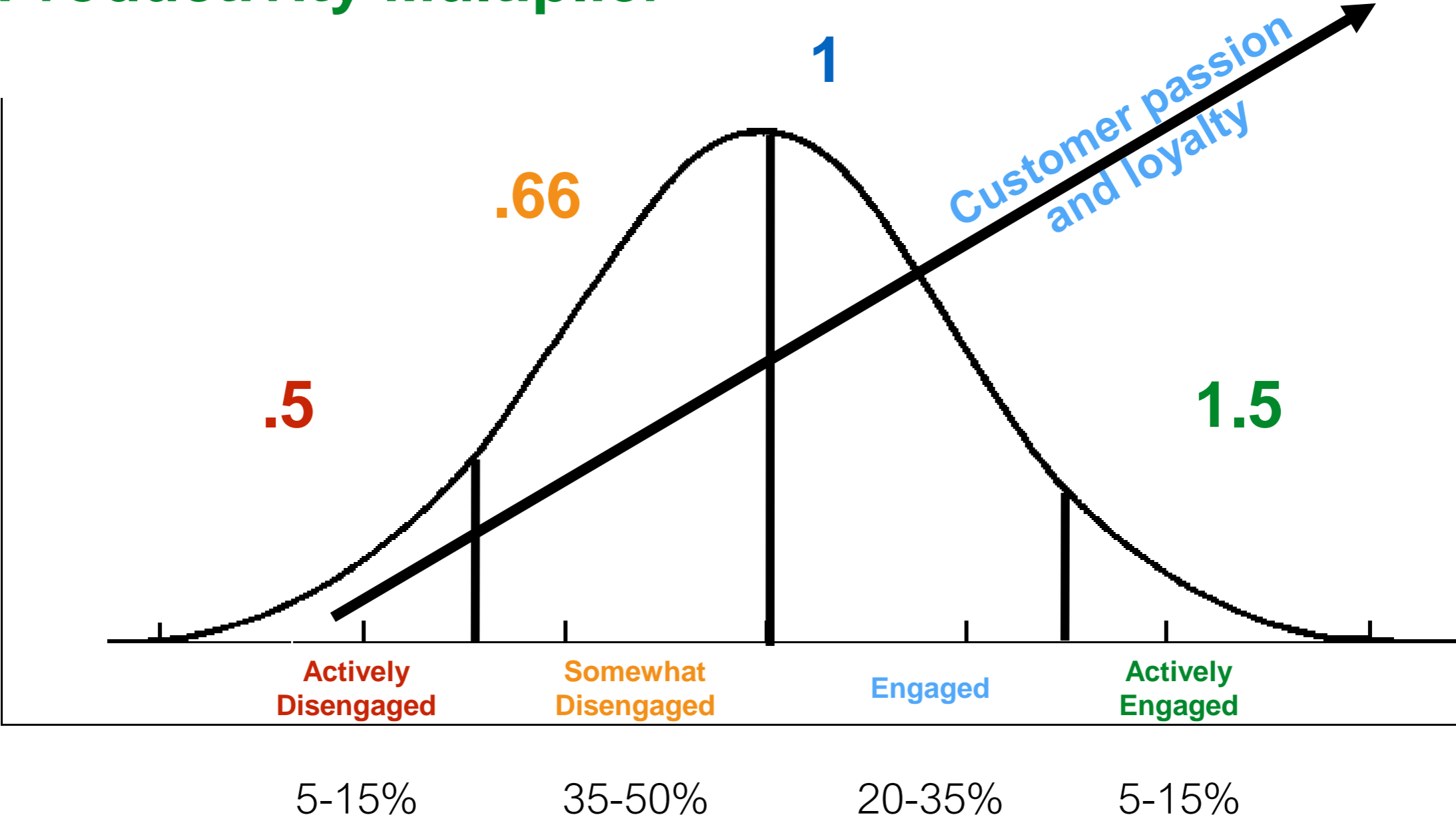


# The “Engagement Curve”



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## Productivity Multiplier



# Actively Disengaged?

- You owe me!
- Not going to “rock the boat”
- Take few if any risks
- I’m making enough, I don’t need to do more
- Protect what I do, know, duties, job
- Little or no interest in learning / personal development

# Somewhat Disengaged

- Boredom
- Same stuff, different day
- Complacent work performance
- No or little interest in learning / development
- Attendance issues, late for work, leave early
- If I show up, we're good, right?



# 10 Signs of Disengaged Employees

- Less expressive of ideas
- Less engaged in tasks
- More procrastination
- Worsening temper
- Signs of jealousy
- Goals are no longer in alignment with the company
- Attendance drops
- Complains regularly
- Prioritized personal needs over company's
- Constantly critical of others and fellow employees.



# Engagement!

- Confident
- Disciplined
- Optimistic
- Play to win
- Goal oriented
- Flexible, adaptive
- Go for excellence!

# 10 Signs of Engagement

- They go the extra mile
- Speak highly of the company
- Collaborate with peers
- Proactively solve problems
- Stay late, put in extra hours, get the job done
- Share knowledge
- Offer creativity
- Support others and coworkers
- Prioritizes company over personal needs
- Expresses a “can do” attitude



Staying out of the  
Danger Zone is found in  
**Employee Engagement.**



# GALLUP





## GALLUP'S Q<sup>12</sup><sup>®</sup>

**01**

I know what is expected of me at work.

**02**

I have the materials and equipment I need to do my work right.

**03**

At work, I have the opportunity to do what I do best every day.

**04**

In the last seven days, I have received recognition or praise for doing good work.

**05**

My supervisor, or someone at work, seems to care about me as a person.

**06**

There is someone at work who encourages my development.

**07**

At work, my opinions seem to count.

**08**

The mission or purpose of my company makes me feel my job is important.

**09**

My associates or fellow employees are committed to doing quality work.

**10**

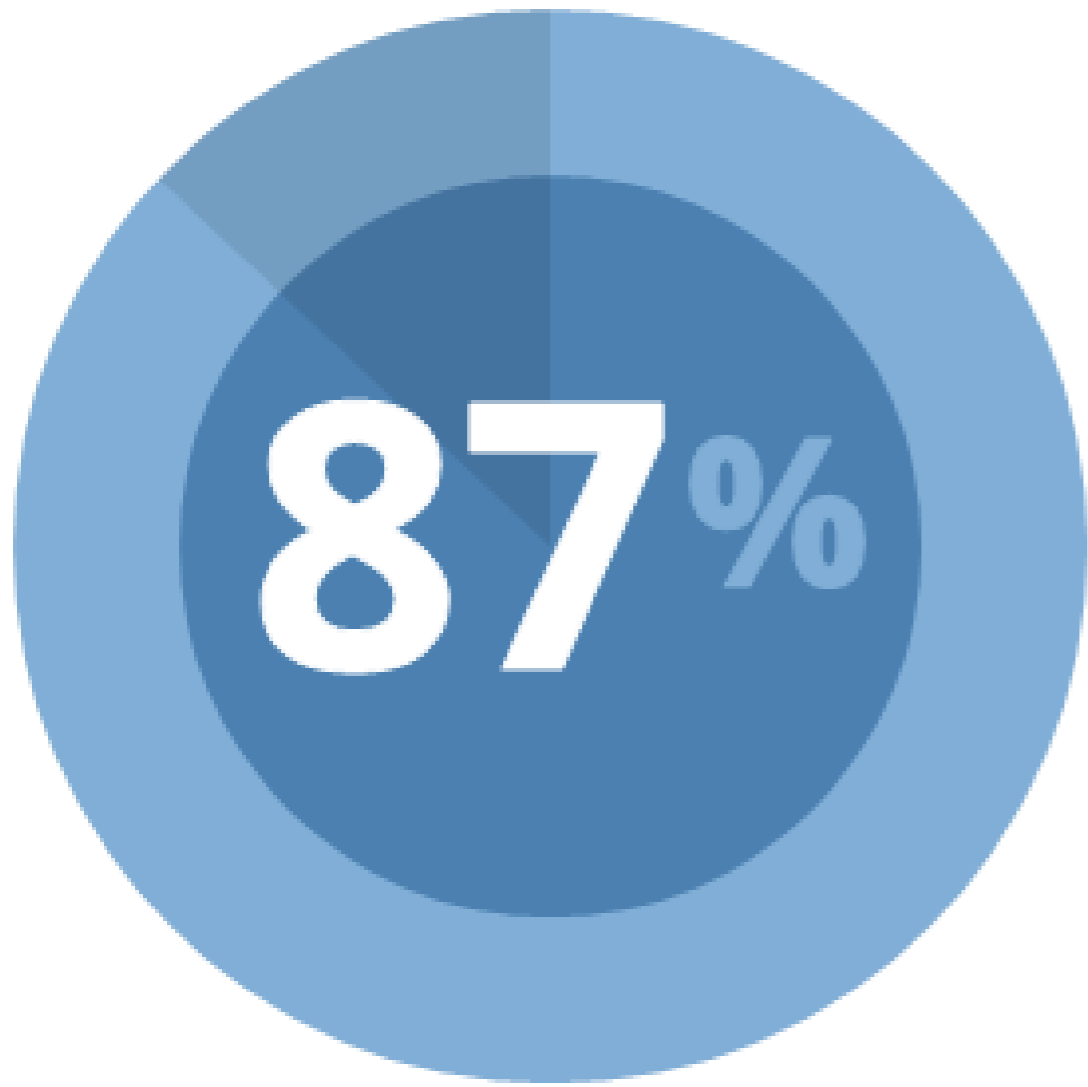
I have a best friend at work.

**11**

In the last six months, someone at work has talked to me about my progress.

**12**

This last year, I have had opportunities at work to learn and grow.



of employees who are not  
engaged with their jobs  
will leave them.



the  
10

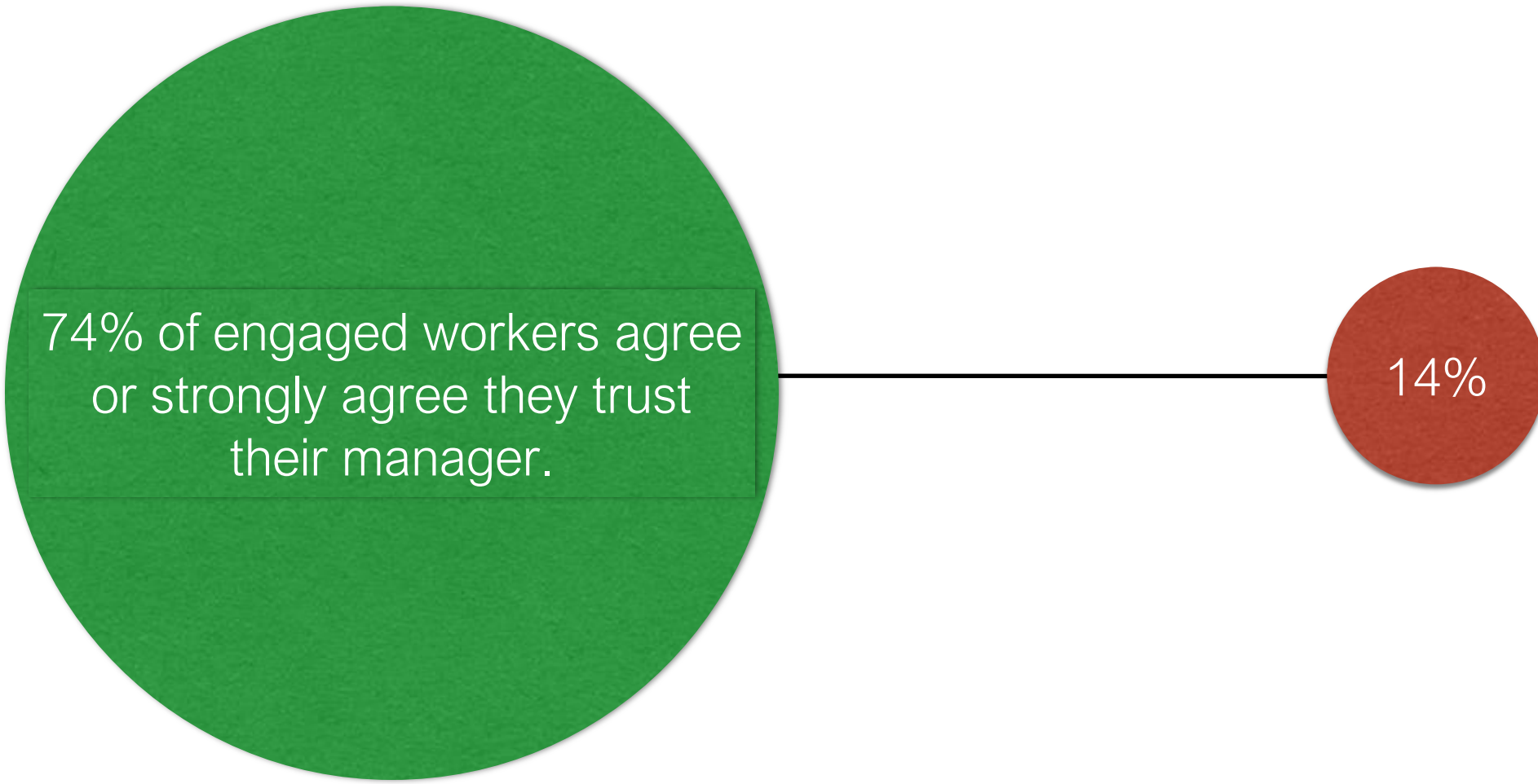
things

You Need to Know  
about  
Employee Engagement



of people  
don't quit their job,  
they quit their boss.

# 1. Relationship with managers



74% of engaged workers agree or strongly agree they trust their manager.

14%

Coaching



Provide  
feedback

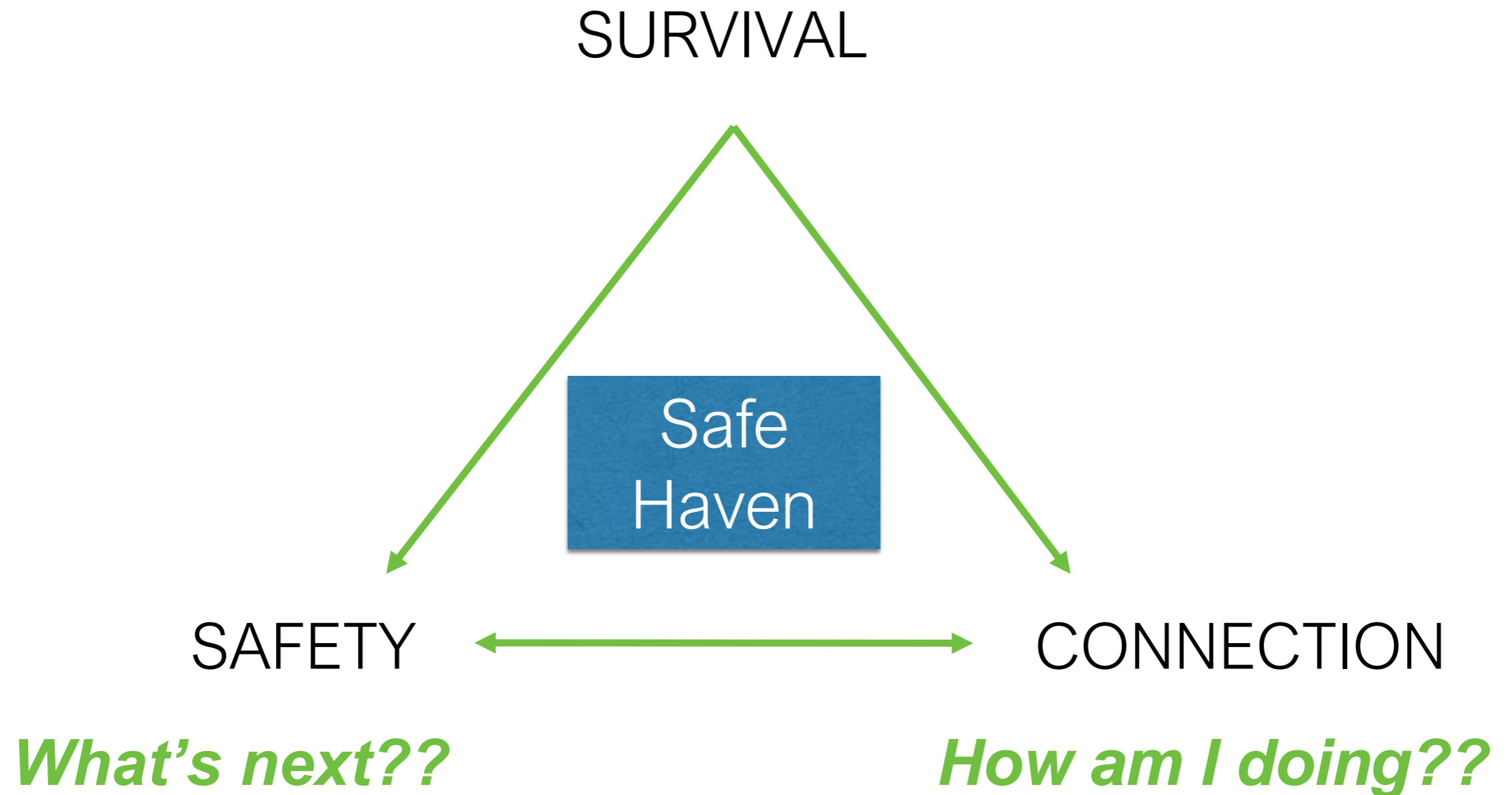


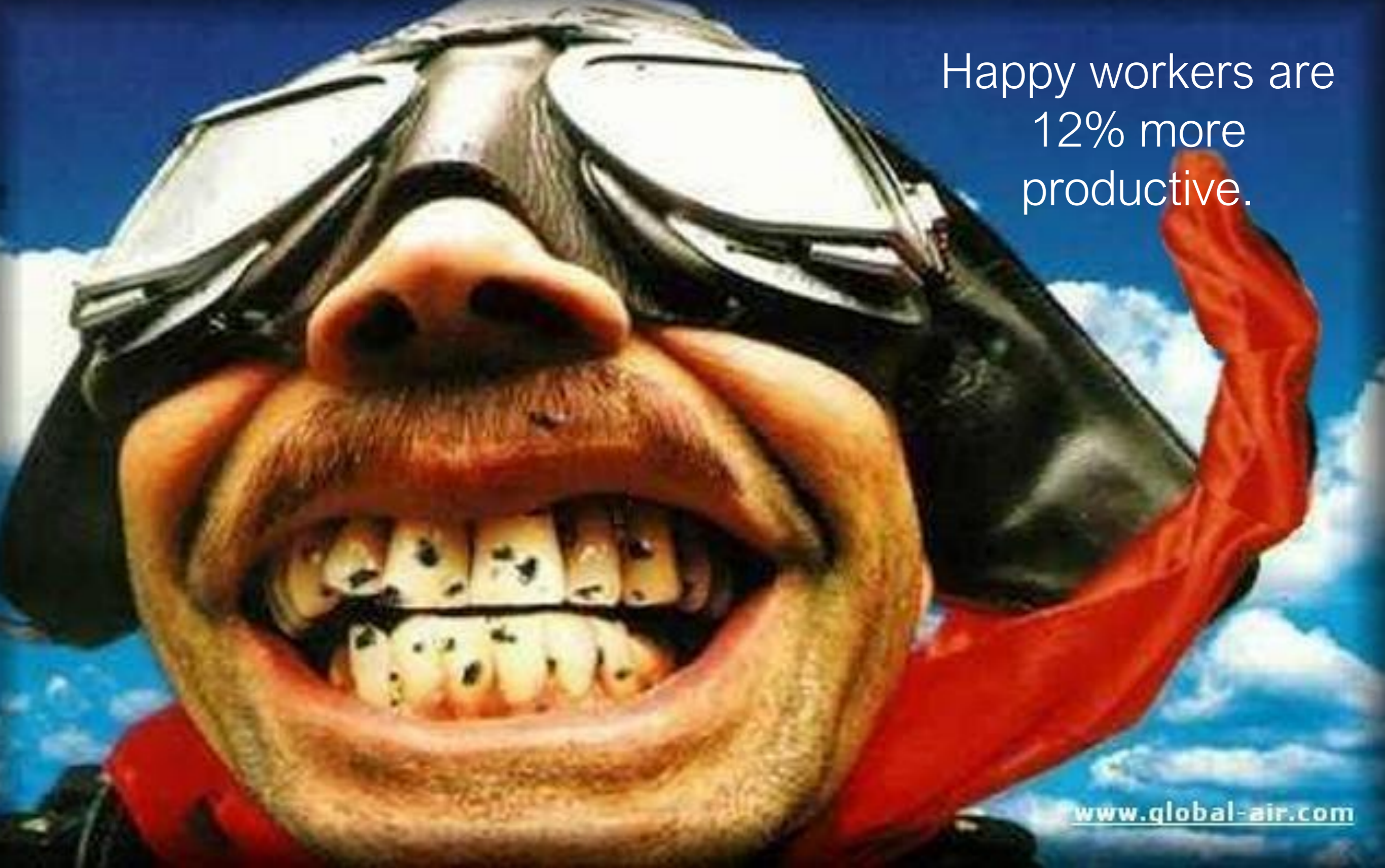
Opportunities  
to develop



**Validation:** unconditional validation not of work, but because they are there- they need to be seen **daily**.

# 2. Work is the new Tribe





Happy workers are  
12% more  
productive.

## 3. Happiness

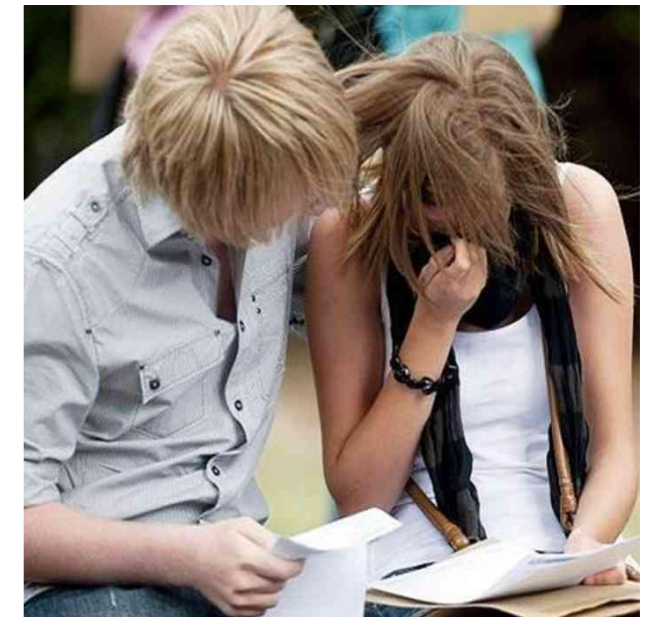
Respect  
Employees




Ask for Ideas



Show Genuine  
Concern



# 4. Company Alignment

A photograph of a rowing team in a blue boat on a body of water. The team consists of four people, all wearing red tank tops, rowing in unison. The water is blue and reflects the boat and the rowers. The background shows a vast expanse of water under a clear sky.

The way that employees align themselves with the company's core values has a direct effect on bottom line profits.



## OUR VISION:

To empower, encourage and inspire  
by being the essential center  
of the community.

## OUR MISSION:

Nurture imagination,  
promote lifelong learning,  
and enrich the community!

Repeat the  
core values

Inspire with  
the mission

Teach employees  
the vision



A white card with the text "I ❤️ my job" is placed on a reflective surface. The card is slightly tilted and its reflection is visible below it. The background is a blurred, light-colored setting.

*I ❤️ my job*

## 5. Workplace Satisfaction

Have open and honest communication, so that an employee can say if their work is meaningful for them or not.

Pay fairly



Enable  
Employees



Give clarity to  
job roles





## 6. Relationship with Colleagues

According to research, socializing with colleagues is the only thing proven to make you as happy than when you're not at work.

Organize  
team events



Encourage  
informal chat



Let employees  
work together



# 7. Give Feedback



**14.9%**

lower turnover rates in companies that implement regular employee feedback

Check in once  
per month



**SELECT ▶**

Encourage  
peer feedback



Ask for  
new ideas







## 8. Recognition

**78%** of employees said being recognized motivates them in their jobs.

Praise once per week



Ask co-workers to praise



Be specific with praise



# 9. Personal Growth

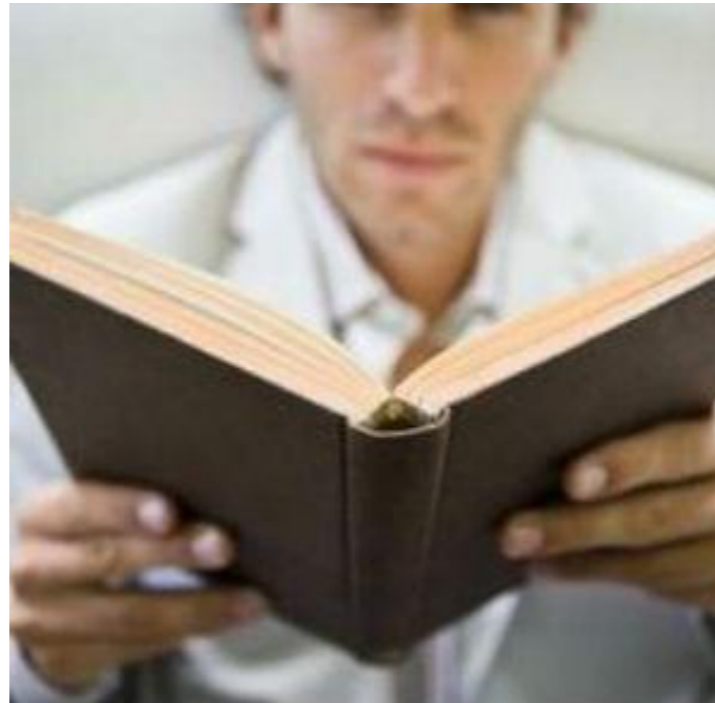


Companies that invest more in training and career development outperform their peers.

Encourage  
side projects



Continuous  
Learning



Repeat the  
mission





# 10. Ambassadorship

The question to ask employees is “On a scale from 0-10, how likely are you to refer a friend to work here?”

Emphasize  
their purpose



Conduct stay  
interviews



Get feedback  
on the culture



# Outcomes of Engagement

- Attaining goals- personal, professional, company
- Customer satisfaction
- Growth
- Increased performance, productivity and revenues
- Business transformation
- Innovation
- Retention

Michael Karlsrud

[www.karlsrudcompany.com](http://www.karlsrudcompany.com)

karlsrüd  
be seen. be heard.

