



# Engagement

Engagement refers to a persistent positive and fulfilling state of mind characterized by mental resilience, dedication, and immersion in the work role.



The following items are used to assess Engagement on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. At my workplace, I am mentally resilient.
2. I am enthusiastic about my work.
3. Time flies when I am working.

		Favorable	Unfavorable
Indicators		<ul style="list-style-type: none"> <li>• Members are excited about their work</li> <li>• Members bring a high level of energy to their work</li> <li>• Members exercise influence over events that impact them</li> <li>• Members commit to high quality performance standards</li> <li>• Members pursue challenging work assignments with eagerness and excitement</li> <li>• Members express desire to devote time and energy to work tasks</li> <li>• Members express a sense of significance, enthusiasm, and pride in their work</li> </ul>	<ul style="list-style-type: none"> <li>• Members withdraw from work activities and work related responsibilities</li> <li>• Members display disinterest in completing work duties</li> <li>• Members may display a lack of enthusiasm at work</li> <li>• Members display a lack of concentration and an inability to focus on work tasks</li> <li>• Members show signs of exhaustion and fatigue</li> <li>• Members retreat in the face of challenges and setbacks</li> <li>• Members express dissatisfaction with tasks</li> </ul>
	Outcomes	<ul style="list-style-type: none"> <li>• Organization members can experience positive health outcomes (lower levels of self-reported anxiety, depression, and stress)</li> <li>• Take initiative in pursuing personal learning goals</li> <li>• Employees are physically, cognitively, and emotionally present in their work roles</li> <li>• Increased job satisfaction</li> <li>• Increased organizational commitment</li> <li>• Organizational members are able to effectively handle the demands of their jobs</li> <li>• Decreased turnover intentions</li> <li>• Increased task performance</li> <li>• Members go above and beyond</li> </ul>	<ul style="list-style-type: none"> <li>• Job performance deteriorates</li> <li>• Members take longer to accomplish goals</li> <li>• Members experience a lack of dedication to the goals and organization's mission</li> <li>• Low levels of enthusiasm for the task at hand</li> <li>• Increased turnover intentions</li> <li>• Increased levels of burnout</li> </ul>

For more information go to Assessment to Solutions on [deomi.org](http://deomi.org). You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor