



## Engagement

A persistent positive and fulfilling state of mind characterized by mental resilience, dedication, and immersion in the work role.

\*Note: The following questions are the actual DEOCS questions.

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

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The following questions can assist in conducting focus groups and interviews.

- What is the current level of resiliency in your organization?
- What are some of the causes of your neutral/negative resilience?
- What strategies would you implement to ensure unit members remain mentally tough in your organization?
- What steps could leaders employ that would improve your enthusiasm?
- What causes you to like your job?
- What causes you to dislike your job?
- What actions would increase your support or buy-in to your daily tasks?