



Engagement

Agenda

- Describe Engagement
- Identify the Engagement Questions from the DEOCS
- Recognize the Engagement Indicators
- Incorporate Strategies to Increase an Individual's and Organization's Engagement

Factor Description

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

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*Note: The bolded words above are described in the following three slides.

Mental Resilience

Mental Resilience

The ability to press on and adapt to psychologically challenging work situations while still maintaining your sense of confidence.

Dedication

Dedication

Refers to “a sense of significance, enthusiasm, inspiration, pride, and challenge” in the work role.

Immersion

Immersion

The complete involvement in some activity or interest.

DEOCS Questions

The following questions are used on the Engagement section of the DEOCS:

- At my workplace, I am mentally resilient
- I am enthusiastic about my work
- Time flies when I am working

Engagement Indicators

Individual indicators of low Engagement

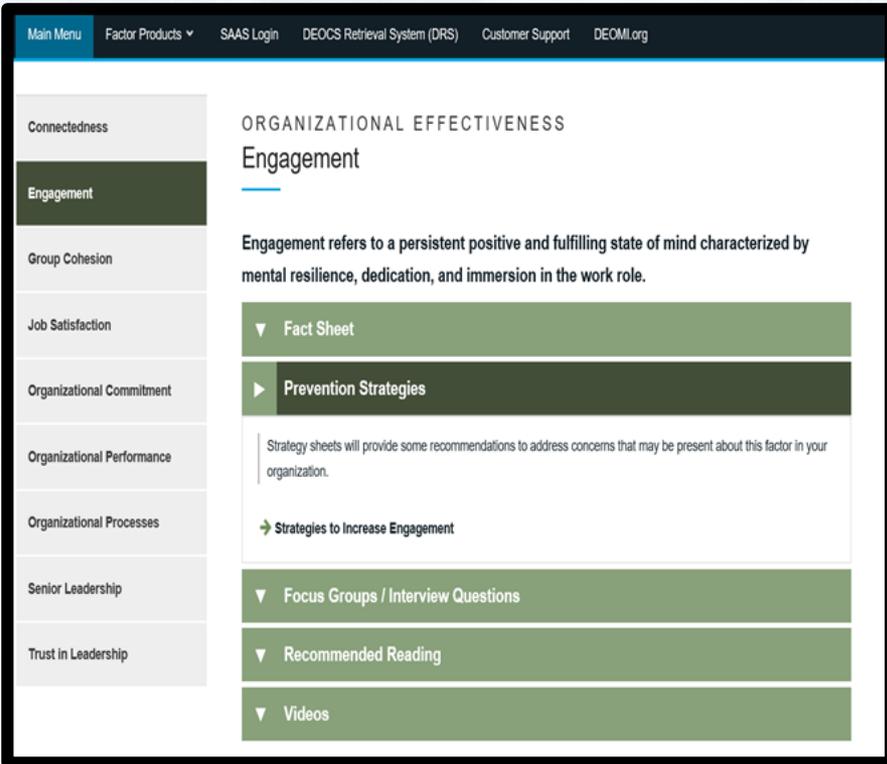
- Lack of enthusiasm and dedication (disinterest, disloyalty, etc.)
- Inability to focus/complete tasks
- Increased exhaustion and fatigue
- Dissatisfaction with assigned tasks

Engagement Indicators (continued)

Organizational indicators of low Engagement:

- Low retention/high turnover
- Increased safety mishaps
- Decreased overall productivity

Strategies



The following section discusses strategies to increase an individual's and organization's Engagement levels. For additional strategies, after this presentation, go to the

Engagement tab found in the Organizational Effectiveness section of www.DEOCS.net and click on the Prevention Strategies tab.

Individual Strategies

- Complete the DEOCS; provide candid responses to inform the commander of your perceptions
- Encourage positive behaviors by organizing work group activities and encourage attendance
- Attend and participate in personal and professional development training when possible
- Express interest in the organization's mission
- Discuss work concerns with immediate supervisor
- Offer recommendations to better the organization

Organizational Strategies

- Clearly define tasks and work expectations to subordinates
- Empower mid-level managers to perform mid-level manager tasks
- Include mid-level managers in the decision making process
- Improve subordinate/supervisor relationships through training, mentorship and communication
- Implement various types of team building activities at on and off site locations

Organizational Strategies (continued)

- Assign every new member a trained mentor upon arrival into the organization
- Discuss positive and negative behaviors; explain the effects of these behaviors on a recurring basis
- Promote attend and participate in leadership professional development training
- Recognize positive behaviors publically, displaying your appreciation for members' and family members' efforts

Summary

Leaders at all levels are responsible to lead their subordinates. By taking time to get to know your subordinates, leaders can influence their engagement level, ensuring they remain mentally resilient and enthusiastic about their work and above all, ensuring the time flies while at work!