

# Tip Sheet: 5 Facts & 5 Tips To Increase Employee Engagement

	QUESTION	FACT	TIP
<b>LEADERSHIP</b>	Do your leaders and managers truly show they care about the well-being and success of your employees?	Employees that know that the person they report to cares about them professionally and personally are more engaged. They consistently perform at higher levels and have higher significantly retention rates.	If you are not sure, ask your employees.
<b>CULTURE</b>	Do your employees display enthusiasm in coming to work or do they reluctantly come in the door and line up to leave at the bell?	Company culture is established by the leader and must be constantly nurtured. Healthy culture (high trust, healthy conflict, employees able to depend on each other, positive accountability, focus on team results) leads to <b>DRAMATICALLY</b> higher engagement levels.	Observe your employees at the beginning and end of each day and count the number of who greet others with a smile when they come in and compare it to the number who don't.
<b>VISION &amp; VALUES</b>	Do your employees understand your vision for your company and do they share the company's core values?	Highly engaged employees understand how they fit into the company vision. Clearly communicated vision and stated core values gives employees something to rally around. They're more likely to go above and beyond if they feel a part of something bigger than themselves.	If you don't have a clearly defined vision and core values, invest time in creating them and then communicate them with every employee.
<b>PERFORMANCE &amp; ACCOUNTABILITY</b>	Do your employees have clearly defined goals and performance expectations?	Everyone wants to be part of a winning team. People who perform well feel good about themselves—and where they work. Team members need to know what is expected of them, and they need honest feedback. Immediate praise reinforces desired behaviors, and timely performance feedback can help avert future problems.	Without clearly defined performance expectations, there can be no accountability. If you don't have in place a regular communication cadence of setting goals and reviewing performance, we encourage you to put one in place.
<b>TEAMWORK</b>	Do your key leaders collaborate or operate in silos?	When team members function in silos it inhibits trust which in turn hinders performance. If your team is operating in silos get them together and discuss ways that you can remove barriers and get them working together more effectively.	Operating in silos is a symptom that is often indicative of a lack of alignment around a common vision and goals. It can also indicate a need for improved communication.

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