THE ENGAGE GUIDE

Engage

HOW PEOPLE EXPERIENCE WORK

Hear how people experience work, and know where to act.



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AT A GLANCE

Why Engage

Hear how people experience work, and know where to act.

THE CHALLENGE

Annual surveys produce a score and a slide, and nothing changes in the team that answered.

WHAT COACHA DOES

Engage runs a short survey across the organisation, then shows every team side by side, what people wrote and what changed round on round, so leaders know where to act.

WHAT CHANGES

- **Honest answers, in people's own words**
- **Attention where a team needs it**
- **Evidence that the work is paying off**

IN ENGAGE

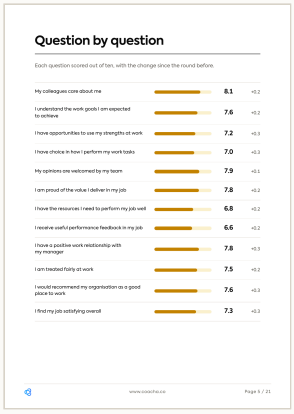
Engagement survey

A short survey on how people experience work, in their own words.

Twelve questions and one written answer

Read by leaders and HR, team by team.



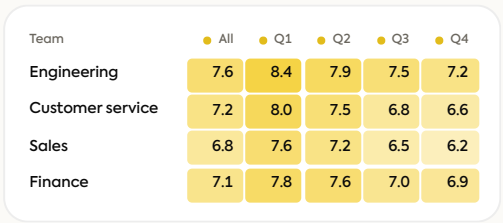


Organisational reporting

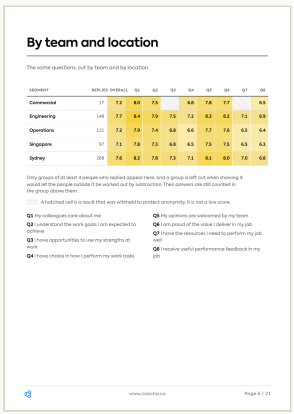
Every team side by side, what people said, and what changed round on round.

Every round, team by team

Every comment, word for word.



Team	All	Q1	Q2	Q3	Q4
Engineering	7.6	8.4	7.9	7.5	7.2
Customer service	7.2	8.0	7.5	6.8	6.6
Sales	6.8	7.6	7.2	6.5	6.2
Finance	7.1	7.8	7.6	7.0	6.9



SURVEY

Engagement survey

A short survey on how people experience work, in their own words.

The engagement survey asks everyone a short set of questions about how they experience work. It takes minutes on any device.

Questions	12 statements, rated 0 to 10, with room for a comment on any of them
And one more	Please share 0 to 3 things that would improve your job satisfaction
Time	A few minutes, on a laptop or a phone
Read by	Leaders and HR, team by team. Written answers word for word



One question at a time, rated 0 to 10.

WHAT CHANGES

- **Strong participation, in a few minutes on any device**
- **One clear engagement score for the organisation**
- **The same questions each round, so change is real**

WHAT IT ASKS

Twelve questions on how work is really going.

Each statement is rated from 0 (strongly disagree) to 10 (strongly agree). Beside each, the first line of why it matters; the full module is later in this guide.

01 My colleagues care about me
We want our colleagues to care about us.

02 I understand the work goals I am expected to achieve
Clear goals focus effort for organisations, teams, and individuals.

03 I have opportunities to use my strengths at work
Using our strengths is rewarding because we feel competent and may experience a state of flow.

04 I have choice in how I perform my work tasks
None of us like being micro-managed.

05 My opinions are welcomed by my team
Teams make better decisions when their people contribute independent ideas and challenge assumptions.

06 I am proud of the value I deliver in my job
We find our job meaningful when we deliver value to clients, colleagues, and self.

07 I have the resources I need to perform my job well
Conscientious people want to perform their job well and achieve their goals.

08 I receive useful performance feedback in my job
Absence of feedback diminishes morale and productivity.

09 I have a positive work relationship with my manager
Successful organisations are founded on positive work relationships between managers and their teams.

10 I am treated fairly at work
We have evolved to care deeply about fairness.

11 I would recommend my organisation as a good place to work
Recommending our organisation enlists our judgement and reputation.

12 I find my job satisfying overall
This is an overarching measure of how team members regard their current job.

+ Please share 0 to 3 things that would improve your job satisfaction
Optional, up to three points. Read word for word.

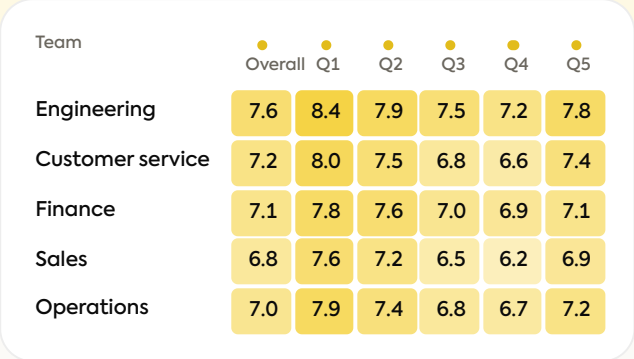
RESULTS

Organisational reporting

Every team side by side, what people said, and what changed round on round.

Once a round closes, HR and leaders see the score, participation, the change since the last round and every team side by side. Written answers come through word for word.

The score	The organisation's engagement score, with every earlier round
Team by team	Every team and location, question by question
What people wrote	Every comment, word for word
Read by	Leaders and HR



Team	Overall	Q1	Q2	Q3	Q4	Q5
Engineering	7.6	8.4	7.9	7.5	7.2	7.8
Customer service	7.2	8.0	7.5	6.8	6.6	7.4
Finance	7.1	7.8	7.6	7.0	6.9	7.1
Sales	6.8	7.6	7.2	6.5	6.2	6.9
Operations	7.0	7.9	7.4	6.8	6.7	7.2

Every team side by side, question by question.

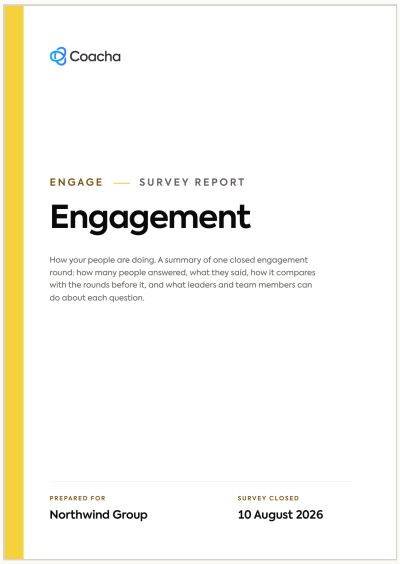
WHAT CHANGES

- **Attention focused on the teams that need it**
- **The reasons behind every score, in people's own words**
- **Evidence that the work on engagement is paying off**

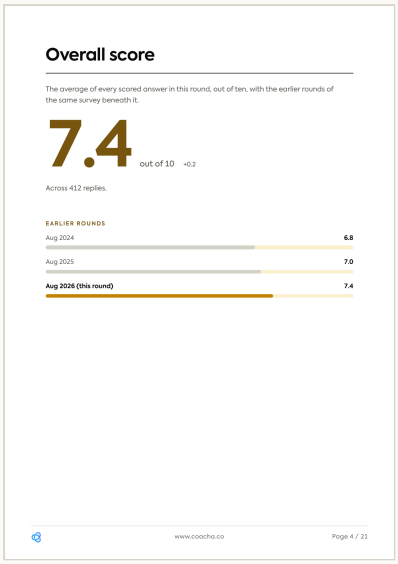
THE REPORT

A report for the leadership team.

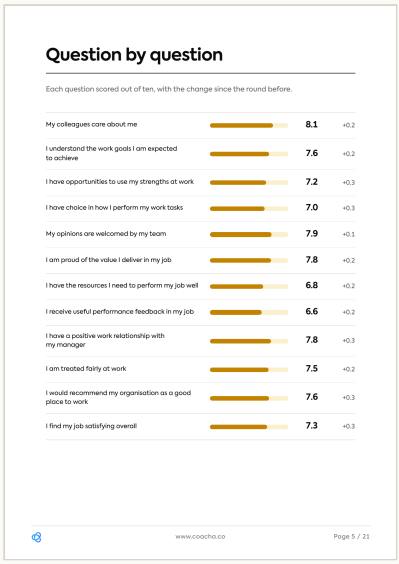
Every closed round produces a report leaders can read together, ending with what leaders and team members can do about each question.



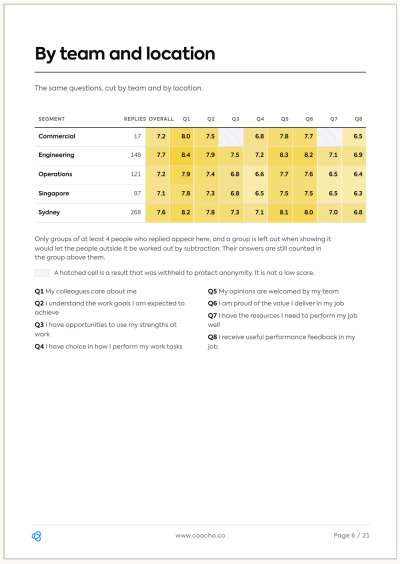
Cover
The organisation's report.



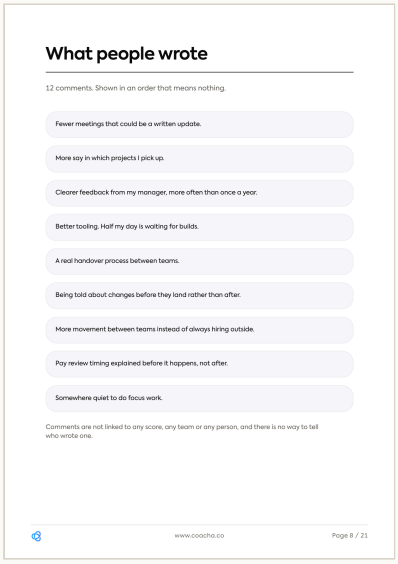
Overall score
With earlier rounds.



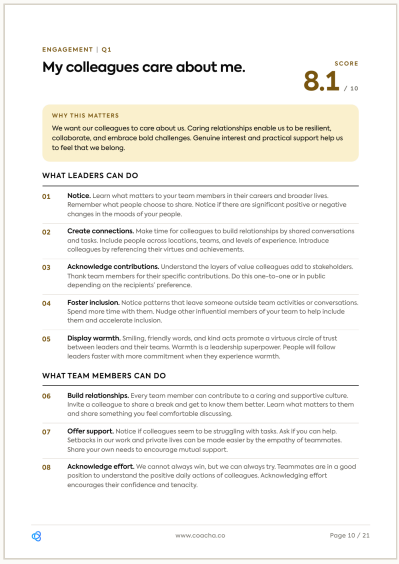
Question by question
Each score and its change.



By team and location
Every team side by side.



What people wrote
Word for word.



What to do
For leaders and team members.

All twelve modules, every tip in full.

Every question comes with what to do about it: why it matters, five things leaders can do and three things team members can do.

Q1 My colleagues care about me

We want our colleagues to care about us. Caring relationships enable us to be resilient, collaborate, and embrace bold challenges. Genuine interest and practical support help us to feel that we belong.

WHAT LEADERS CAN DO

01 **Notice.** Learn what matters to your team members in their careers and broader lives. Remember what people choose to share. Notice if there are significant positive or negative changes in the moods of your people.

02 **Create connections.** Make time for colleagues to build relationships by shared conversations and tasks. Include people across locations, teams, and levels of experience. Introduce colleagues by referencing their virtues and achievements.

03 **Acknowledge contributions.** Understand the layers of value colleagues add to stakeholders. Thank team members for their specific contributions. Do this one-to-one or in public depending on the recipients' preference.

04 **Foster inclusion.** Notice patterns that leave someone outside team activities or conversations. Spend more time with them. Nudge other influential members of your team to help include them and accelerate inclusion.

05 **Display warmth.** Smiling, friendly words, and kind acts promote a virtuous circle of trust between leaders and their teams. Warmth is a leadership superpower. People will follow leaders faster with more commitment when they experience warmth.

WHAT TEAM MEMBERS CAN DO

06 **Build relationships.** Every team member can contribute to a caring and supportive culture. Invite a colleague to share a break and get to know them better. Learn what matters to them and share something you feel comfortable discussing.

07 **Offer support.** Notice if colleagues seem to be struggling with tasks. Ask if you can help. Setbacks in our work and private lives can be made easier by the empathy of teammates. Share your own needs to encourage mutual support.

Q1, continued

08 **Acknowledge effort.** We cannot always win, but we can always try. Teammates are in a good position to understand the positive daily actions of colleagues. Acknowledging effort encourages their confidence and tenacity.

Q2 I understand the work goals I am expected to achieve

Clear goals focus effort for organisations, teams, and individuals. A lack of clarity wastes time and money. Goals may need to adapt as circumstances change. High performance is dependent on consistent goal alignment.

WHAT LEADERS CAN DO

01 **Agree outcome goals.** Understand what success looks like. Agree specific outcomes, measures, and deadlines with each team member. Have each team member explain in their own words what outcomes they are pursuing.

02 **Discuss process goals.** Process goals operationalise outcome goals. Discuss the daily mindsets and actions needed to achieve outcome goals. Based on the capability of each team member, delegate autonomy for how they pursue process goals.

03 **Discuss purpose.** Understanding the purpose of each outcome goal helps motivate team members. Discuss the expected value to be created for clients, the organisation, and the team. Connect each team member's effort to the broader effort.

04 **Apply goal-setting skills.** Outcome goals work best when they are specific and stretching, measurable, attractive, realistic, and time framed. Look for small actions to build momentum. Acknowledge effort and celebrate successes.

05 **Update goals.** Update goals when priorities change and confirm the implications for current work. High-performing teams celebrate achieving goals, renew their energy, then refresh with new goals.

WHAT TEAM MEMBERS CAN DO

06 **Confirm expectations.** Describe your outcome goals, measures, and deadlines in your own words with your manager. Ideally, resolve differences before committing significant energy to your tasks and projects.

Q2, continued

07 **Plan your contribution.** Break each outcome goal to a series of process goals. Identify any support you need. Review your progress each week and discuss obstacles that may disrupt the outcome. Share results with colleagues to help make you accountable.

08 **Be ambitious.** Solving difficult problems and delivering valuable projects lead to an excellent career. Your manager may not yet know your level of motivation and capability. If you're willing, stretch and re-stretch your goals to add significant value.

Q3 I have opportunities to use my strengths at work

Using our strengths is rewarding because we feel competent and may experience a state of flow. This increases our self-belief, enjoyment, and value we deliver to stakeholders. Matching the strengths of team members to goals builds a strong organisation.

WHAT LEADERS CAN DO

01 **Know your team.** Understand the tasks and projects where each team member feels most competent, are building mastery, and experience a state of flow. Ask them which tasks bring energy and draw on their capabilities.

02 **Match strengths to projects.** Confirm with team members your perceptions of their strengths and interests. Allocate tasks and projects that optimise use of strengths across teams. Pair colleagues with complementary strengths and goals.

03 **Create stretch opportunities.** Provide team members opportunities to leverage their strengths. This could be with innovative projects or innovative products. Use mentors and coaches to support and accelerate their growth.

04 **Share strengths.** Invite team members with significant expertise to share their insights with the whole team. Involve them in training and mentoring junior colleagues. Have them compare approaches with new hires.

05 **Balance demands.** Check whether a team member's strength has led to repetitive assignments or an excessive workload. Offer them variety and protect their time to develop other capabilities.

Q3, continued

WHAT TEAM MEMBERS CAN DO

06 **Know your strengths.** Understand the tasks and projects where you feel most competent, are building mastery, and experience a state of flow. Ask colleagues for examples of the capabilities they appreciate in your work.

07 **Propose opportunities.** Discuss with your manager tasks and projects where you would like to add more value. Have these aligned to your strengths. Seek their insight and mentoring on how you can leverage your strengths.

08 **Develop mastery.** Choose a strength that you enjoy and your organisation and industry values. Extend your skills and knowledge in this area. The compounding, lifelong benefit from doing this supports a great career.

Q4 I have choice in how I perform my work tasks

None of us like being micro-managed. We like to have significant autonomy in how we perform our jobs. Choice gives us ownership of our work and decisions. We build capability by testing approaches and learning from results.

WHAT LEADERS CAN DO

01 **Trust.** Choice requires leaders to trust their team members to perform their work well. This involves a tolerance of initial mistakes. Trust inspires people to rise to their potential and try innovative solutions.

02 **Delegate well.** Ask your people what additional tasks they are ready to perform now or perform with additional training. Delegate some or all these tasks if it makes organisational sense. Repeat these questions each quarter.

03 **Invite their approach.** Ask team members to propose their solutions before you suggest your own. Ask them to review how, where, and when existing tasks are performed. Ask them to review if resources are being optimised.

04 **Agree boundaries.** Extending choice can be made in measured bets. Boundaries and standards need to be agreed for quality control. This makes it safer for both leaders and team members to take risk and innovate.

05 **Remove unnecessary approvals.** Review decisions that require your permission and identify those team members can own. Explain their authority and agree situations that require your involvement.

Q4, continued

WHAT TEAM MEMBERS CAN DO

06 **Use your existing choice.** Consider if you are fully using your mandate for independent decisions and actions. Seek to be more productive with the tasks and responsibilities where you have control.

07 **Ask for more responsibility.** Identify a decision, task, or project that you feel ready to own. Discuss it with your manager. Agree the preparation, boundaries, support, and goals associated with your increased responsibility.

08 **Deliver.** Perform your additional responsibilities at the best of your ability. This justifies the trust your manager has extended. If you face obstacles or setbacks, be transparent with your manager and seek their assistance if useful.

Q5 My opinions are welcomed by my team

Teams make better decisions when their people contribute independent ideas and challenge assumptions. Leaders can promote inclusiveness and cognitive diversity in meetings. We feel that we belong when our opinions are welcomed.

WHAT LEADERS CAN DO

01 **Invite contributions.** Ask for team members' opinions before making significant decisions that affect their tasks and job. Listen with curiosity and respect. This helps people to feel that they have been fairly treated.

02 **Provide pre-work.** Reading, data packs, and agenda questions prepare team members for significant meetings. This provides everyone with resources to form thoughtful responses and be more confident expressing opinions.

03 **Promote quiet voices.** In team discussions, ask people to speak first who are often quiet or less assertive. Notice interruptions and invite the speaker to complete their point before the discussion continues.

04 **Encourage challenge.** Seek alternative opinions, disconfirming evidence, and diverse solutions. Thank people for challenging your assumptions. Have the team perform pre-mortems to test the viability of major projects.

05 **Give credit.** Acknowledge team collaboration to solve problems. Say 'we' for collective ideas. When a team member's specific idea is adopted, give them credit when discussing the idea with senior colleagues.

Q5, continued

WHAT TEAM MEMBERS CAN DO

06 **Prepare.** We want our opinions to be considered and evidence based. Think about significant agenda items before meetings. It's okay to not have an opinion or to change our opinions based on new evidence.

07 **Be persuasive.** Be succinct when writing or speaking. Identify significant value and risks associated with proposals. Use positive body language and don't rush your speech in meetings.

08 **Welcome other opinions.** Colleagues are more likely to welcome our opinion if we first welcome their opinions. Listen to other ideas, explore possibilities, and support team decisions.

Q6 I am proud of the value I deliver in my job

We find our job meaningful when we deliver value to clients, colleagues, and self. Delivering value demonstrates our competence and effort. Pride in our work deserves to grow as we gain expertise and contribute more.

WHAT LEADERS CAN DO

01 **Focus team members.** Guide your team to prioritise valuable actions within their control. Remove distractions and busywork. Focus sets your team for long-term success and pride in their efforts.

02 **Uphold high standards.** Gain the commitment of your team to deliver excellence. Give them the time to consistently deliver high-quality work. Be assertive in gaining the resources they need.

03 **Acknowledge contribution.** Thank team members for delivering valuable work. Describe the skill and effort behind the outcome. Respect whether individual team members prefer public or private praise.

04 **Gather endorsements.** Seek client stories that demonstrate the value team members have delivered. Seek acknowledgment from colleagues across the organisation that encourage team members to feel proud.

05 **Celebrate.** Celebration strengthens our memory of what we've done well. This means we can more easily recall our capability when we experience setbacks. Celebration bonds team members and increases collective pride.

WHAT TEAM MEMBERS CAN DO

06 **Record your contributions.** Note examples of work that helped colleagues and clients. Review the skills and effort that made each contribution possible. Don't be too humble. This record is your living CV and one of which to be proud.

Q6, continued

07 **Savor your contributions.** We can rush from one project to the next with limited self-reflection. Pausing to reflect on our significant achievements enables us to feel pride. This is part of a satisfying and enjoyable career.

08 **Commit to lifelong learning.** We stay relevant when we learn new techniques and tools in our job. This refreshes the value we can deliver stakeholders. Lifelong learning helps future proof our careers.

Q7 I have the resources I need to perform my job well

Conscientious people want to perform their job well and achieve their goals. Inadequate resources are frustrating. Leaders promote organisational growth and individual engagement by providing their teams with adequate resources.

WHAT LEADERS CAN DO

01 **Identify obstacles.** Ask team members which missing tools, information, skills, or capacity impede them meeting goals. Examine a specific task to understand the additional support required.

02 **Advocate for resources.** Understand the value additional resources would create for the organisation. Directly request these from senior colleagues. Take responsibility for the request and communicate progress to your team.

03 **Build capability.** Provide time to learn new tools and practise skills. Connect team members with other colleagues who can accelerate learning. Integrate new resources as soon as possible to get a good return on investment.

04 **Manage expectations.** Organisational resources may be scarce because of budgets or supply constraints. Review the goals, workload, and deadlines when resources cannot meet the demands of the work. Prioritise resources for the most valuable projects.

05 **Embrace emerging technology.** Ask your colleagues, suppliers, industry peers, and clients what new technology they're using. Invest in technology that provides a significant improvement in productivity.

WHAT TEAM MEMBERS CAN DO

06 **Be persuasive.** Enlist your manager to work on the problem together. Describe the additional resources you need and the value these will create for the team and organisation. Arm your manager with persuasive reasons for other decision-makers.

Q7, continued

07 **Share resources.** Collaborate with colleagues across the organisation to share technology, knowledge, and labour. Build a network that shares productivity ideas. Share first to encourage them to collaborate.

08 **Acquire your own.** Inexpensive resources may be faster and easier to buy yourself. AI means we can quickly build tools and templates. Self-funded education can be great career investments.

Q8 I receive useful performance feedback in my job

Absence of feedback diminishes morale and productivity. Specific feedback helps us understand what we're doing well and what we could do better. Leaders can encourage growth in all team members by fostering a culture of feedback.

WHAT LEADERS CAN DO

01 **Be enthusiastic about positive performance.** In performance appraisals, identify the process and outcome goals they've achieved. Connect their performance to the layers of value they create for stakeholders. Gather praise for them from senior leaders.

02 **Be direct about underperformance.** In performance appraisals, identify the process and outcome goals they have not advanced enough. Focus on their observable behaviours and impact. Effective leaders are willing to have uncomfortable conversations.

03 **Provide real-time feedback.** Give feedback after key tasks and while examples remain fresh. Reinforce what was done well. Invite discussion on things they believe they could do better. Feedback can be informal and friendly.

04 **Agree next steps.** Enlist the ideas of your team member on how to enhance their performance. Agree what changes they will strive to make and next steps. Identify what support you and the broader organisation will provide.

05 **Foster a feedback culture.** Mutual accountability and high performance are promoted by team members providing feedback on one another. You can model a growth mindset by inviting their feedback and responding without defensiveness.

WHAT TEAM MEMBERS CAN DO

06 **Prepare for formal feedback.** Having an open mind before performance appraisals encourages feedback givers to be honest. Self-reflection before appraisals leads to us asking better questions.

Q8, continued

07 **Invite real-time feedback.** We learn and adapt faster when we receive frequent, timely feedback. This is important when we commence new tasks, projects, and jobs. Ask managers for feedback after you participate in significant meetings and projects.

08 **Have independent mentors.** Nurture a circle of mentors inside and outside your organisation. Seek their counsel on your goals and performance. Their feedback can change your perspective and accelerate your progress.

Q9 I have a positive work relationship with my manager

Successful organisations are founded on positive work relationships between managers and their teams. Positive relationships drive retention, engagement, and growth. A leader has no more important role than being a mood manager for their people.

WHAT LEADERS CAN DO

01 **Know each team member.** Invest time to understand the goals, interests, and preferred support of each team member. Use this understanding to adapt your feedback and the development opportunities you provide.

02 **Build a virtuous circle of trust.** When leaders behave with warmth, fairness, and trustworthiness they promote the release of oxytocin in team members. This predisposes them to trust and reciprocate positive behaviour.

03 **Welcome feedback on you.** Ask your people on a regular basis what you're doing well and could do better. Also welcome in-the-moment feedback. Be open-minded to how you can improve your relationship with your people.

04 **Keep your commitments.** Record your agreed actions with each team member and strive to deliver them by the promised date. Explain changes, acknowledge mistakes, and agree actions to restore trust when needed.

05 **Champion your team.** Promote each team member's contribution to senior colleagues Advocate for resources that help them achieve their goals. Help them when they have setbacks and reject a culture of blame.

WHAT TEAM MEMBERS CAN DO

06 **Clarify expectations.** Tell your manager which feedback style and support from them help you thrive. Ask about their expectations and agree habits that support a constructive working relationship.

Q9, continued

07 **Keep your commitments.** Agree actions with your manager and communicate progress against the timeline you set. Identify potential obstacles and share emerging difficulties before they derail projects.

08 **Empathise.** Building and maintaining a high-performing team isn't easy for leaders. Responding to commercial opportunities and threats takes energy, focus, and ofen courage. Managers appreciate empathy from their people.

Q10 I am treated fairly at work

We have evolved to care deeply about fairness. Fair treatment shows that our contribution and dignity matter. Clear decisions and respectful processes strengthen trust. We appreciate when leaders explain their choices, address concerns, and honour agreed standards.

WHAT LEADERS CAN DO

01 **Commit to being fair.** Being mindful of fair processes and fair outcomes increases the probability of fair actions. Before significant decisions, examine potential biases and use structured criteria.

02 **Explain criteria.** Describe the standards you and the organisation use to compensate, promote, and provide development opportunities. Give team members a chance to ask questions before decisions take effect.

03 **Act with urgency.** Perceptions of unfairness can produce an intense fight or flight response. Leaders are best to address issues of fairness with urgency. Prompt action reduces uncertainty and builds trust.

04 **Respect different needs.** Apply consistent principles while considering the support each person requires to participate and succeed. Explain the reasons for adjustments without disclosing private information.

05 **Check for favoritism.** Review the opportunities, acknowledgement, and compensation that each of your team members receive. Check if you or the broader organisation are displaying favoritism. Absolute and relative fairness matter.

WHAT TEAM MEMBERS CAN DO

06 **Raise your concern.** Detail the treatment you consider unfair and identify the change you seek. Ideally, you will feel comfortable speaking directly to your manager. If not, choose an appropriate support channel to discuss your concern.

Q10, continued

07 **Be open-minded.** Listen to the reasons behind a process or outcome that you perceive to be unfair. This may reduce or end your concern. At a minimum, demonstrating open-mindedness indicates you're a collaborative colleague.

08 **Practise fairness.** Share credit for joint work and consider whose contribution you may have overlooked. Invite colleagues to opportunities and question assumptions that could exclude someone. Be open-minded if somebody says you are acting unfairly.

Q11 I would recommend my organisation as a good place to work

Recommending our organisation enlists our judgement and reputation. We use our experience of its compensation, leadership, culture, and perceived future. Advocacy of our organisation can be compelling social proof to efficiently attract talent.

WHAT LEADERS CAN DO

01 **Understand employee experience.** Ask what team members would tell a friend considering joining the organisation. Explore the strengths they value and the concerns behind their reservations. Ask for the insights of colleagues exiting your organisation.

02 **Act on concerns.** Indicate to team members what will be done with the intended timeline. Do not over-promise. Positive action can both resolve specific concerns and increase trust that leaders care.

03 **Recognise what works.** Invite team members to describe practices that make the organisation a good place to work. Protect those practices and share examples with other leaders. Avoid minimising what is valuable about your culture.

04 **Share talent needs.** Team members are more likely to recommend their organisation when they understand hiring needs. Discuss desired experience, skills, and achievements. Ask for your colleagues' insights and involvement.

05 **Honour promises to candidates.** Team members are encouraged to recommend candidates when they trust that their leaders will deliver on promises. Don't oversell a job. Be accurate in representing its opportunities and challenges.

WHAT TEAM MEMBERS CAN DO

06 **Share your insights.** Identify the experiences that would shape your recommendation to a friend. Describe strengths and concerns by examples from your working life. Leaders will likely appreciate your constructive feedback.

Q11, continued

07 **Improve team experience.** Choose a team practice you can influence, such as welcoming a new colleague or sharing knowledge. Generosity is a virtue within teams and promotes an attractive culture.

08 **Understand talent needs.** Identifying external talent for your direct team and the broader organisation is valuable. You can do this best when you ask your leaders areas they seek additional talent. Understand desired experience, skills, and achievements.

Q12 I find my job satisfying overall

This is an overarching measure of how team members regard their current job. Satisfying work gives us opportunities to contribute, connect, and grow. Organisations that prioritise the long-term satisfaction of their people build loyalty.

WHAT LEADERS CAN DO

01 **Walk the floor.** Senior leaders can become isolated from their people. Visiting team members while they work gives you a sense of broad morale. Curiosity and friendliness will encourage candid feedback.

02 **Connect with remote workers.** Workers who work from home or in smaller offices can go unnoticed. Leaders who prioritise time to be curious and friendly for all their people ensure job satisfaction across the organisation.

03 **Protect energy and time.** Review workload across the organisation. Understand the energy, time, and ongoing learning required to complete each job. Promote a humane work environment that enables team members to enjoy broader life.

04 **Tell stories.** People work in organisations to be part of something larger than their own effort. Leaders can promote collective endeavour. They can tell stories of a hopeful future where all team members create and receive significant value.

05 **Use your data.** The combined responses to the questions in this survey identify job engagement and satisfaction. Leaders distinguish themselves by using such data to make the changes needed at organisation, team, and individual levels.

WHAT TEAM MEMBERS CAN DO

06 **Know what matters.** Note the tasks, relationships, and conditions that bring satisfaction or frustration in your work week. Choose one area that would make a meaningful difference to improve. Act this week.

DEVELOPMENT LIBRARY, CONTINUED

Q12, continued

07 **Discuss with your manager.** Most managers care that we find our jobs satisfying. They want to engage and retain us. Meet with them to explore ways your job could be more interesting and rewarding. Ideally, match this with solving valuable problems.

08 **Keep working on your career.** Each of us has ultimate responsibility for our job and career satisfaction. We can pursue self-engagement. Taking responsibility for our growth and development is empowering. Initiative and agency define the best careers.

Engage works with every area

Each area is complete on its own. Together they share the same people, teams, reports and learning.

Perform Self-leadership	Appraisals and Energy and Time show how each person is doing, beside how everyone feels about work.
Lead Leadership and teams	Leader 360 and Winning Teams show how each leader and team is experienced, in detail.
Sell Selling that creates value	Sales actions give sales teams a weekly rhythm, and the survey shows how that team feels about it.
Coach Coaching and learning	Team leaders take engagement results into a coaching conversation, and the resources live in the library.

See Coacha with your people in mind.

Tell us what you want to move forward, and we will walk you through the areas that fit.

Coacha

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