



The New HR: Engagement Builders

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PERFORMANCE MATTERS

- ☞ Only _____% of employees say they **clearly understand their goals**
- ☞ _____% of employees say that **working with a low performer has made them want to change jobs**
- ☞ _____% said that **working with a low performer has decreased their productivity**
- ☞ Only _____% of senior executives say their **company effectively manages low performers**
- ☞ Only _____% of middle managers say they **feel comfortable improving or removing a low performer**

WHAT ABOUT HIGH PERFORMERS?

- _____% of high performers are actively looking for other jobs
- _____% of low performers are actively looking for other jobs

Source: LeadershipIQ.com



HOW WE DRIVE OUR BEST AWAY:

- _____
- _____
- _____
- _____
- _____

EMPLOYEE ENGAGEMENT

Engagement is employees' willingness and ability to contribute to the company's success; people's desire to give discretionary effort in their jobs.

Engaged workers:

Disengaged workers:

Actively disengaged workers:



Why is Engagement Challenging?

- _____
- _____
- _____
- _____
- _____
- _____

What Really Connects Employees?

- Autonomy – The urge to direct your own life (self-direction)
- Mastery – The desire to get better and better at something that matters
- Purpose – The yearning to do what we do in the service of something larger than ourselves

Source: Daniel Pink *Drive: The Surprising Truth About What Motivates Us*

Motivation Defined

Motivation refers to how someone applies themselves in life. Those with high Motivation are motivated intrinsically and have the ability to persevere toward goals with enthusiasm and determination, even after failure.

Most Common Motivation Factors:

- _____
- _____
- _____
- _____

