

# 16 Ways to Improve Employee Engagement



## Reflection

1. Who was your favorite boss, teacher, or coach? Why?
2. Who was your least favorite boss, teacher, or coach? Why?

# What is employee engagement?



---

Allison Partners, March 16, 2025

3

# What is employee engagement?

- **Engaged employees** work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.
- **Not engaged employees** are essentially “checked out.” They’re sleepwalking through their workday, putting time – but not energy or passion – into their work.
- **Actively disengaged employees** aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.

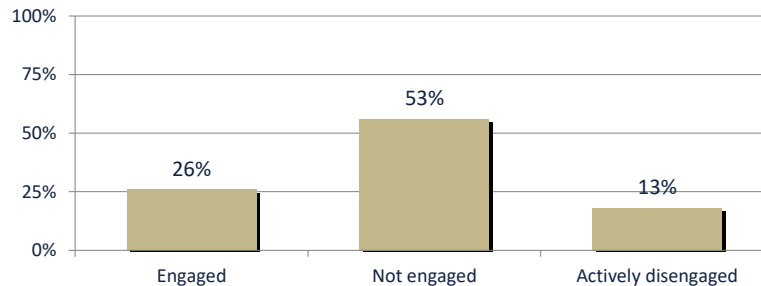
---

Allison Partners, March 16, 2025

4

# What is employee engagement?

Actively disengaged U.S. workers represent



lost productivity of ~\$483 billion annually

Source: Gallup State of the American Workplace, 2017

Allison Partners, March 16, 2025

5

## 16 things engaged employees say

1. "I know what is expected of me at work."
2. "I have the materials and equipment I need to do my work right."
3. "At work, I have the opportunity to do what I do best every day."
4. "In the last seven days, I have received recognition or praise for doing good work."



Allison Partners, March 16, 2025

6

## 16 things engaged employees say

5. “My supervisor, or someone at work, seems to care about me as a person.”
6. “There is someone at work who encourages my development.”
7. “At work, my opinions seem to count.”
8. “The mission or purpose of my company makes me feel my job is important.”



## 16 things engaged employees say, cont.

9. “My associates or fellow employees are committed to doing quality work.”
10. “I have a best friend at work.”
11. “In the last six months, someone at work has talked to me about my progress.”
12. “This last year, I have had opportunities at work to learn and grow.”



## 16 things engaged employees say, cont.

- 13. "At work, I am treated with respect."
- 14. "My organization cares about my overall wellbeing."
- 15. "I have received meaningful feedback in the last week."
- 16. "My organization always delivers on the promise we make to customers."



**learn more:** [https://www.allisonpartners.com/wvrn/entry/did\\_the\\_pandemic\\_change\\_how\\_gallup\\_measures\\_employee\\_engagement](https://www.allisonpartners.com/wvrn/entry/did_the_pandemic_change_how_gallup_measures_employee_engagement)

Allison Partners, March 16, 2025

9

**It's a big number!**

**483**  
**BILLION DOLLARS**  
(that's about \$24,000 per employee)

and a boss can impact all 16 factors

Allison Partners, March 16, 2025


10

## Next steps

1. How would your employees rate you on these 16 items?
2. What could you address in the month, six months, and 12 months?


## Please stay in touch

Allison Linney, MBA  
*Allison Partners*  
105 Monticello Avenue, Suite 201  
Charlottesville, VA 22902  
Ph – 434.295.9962  
Email – **mail to: [asl@allisonpartners.com](mailto:asl@allisonpartners.com)**

 ASLinney and Allison Partners

 @AllisonLinney

**LinkedIn** Allison Linney

 allison\_linney



*What We're Reading Now* blog <https://www.allisonpartners.com/wwrn>  
(a member of our team posts every other Tuesday)