Engaged or not

We have all faced the challenge of managing engagement, there are tomes written on the subject (here is one)

According to the latest Gallup study, the average for most organizations are:

1. Engaged = 30%
2. Not Engaged = 52%
3. Actively Disengaged = 17%

Bearing in mind everyone affects the culture and one disengaged person can bring down a whole group — what are the implications

So we categorise and define what it is

The 3 groups are:

1. Engaged — They are loyal and productive.
2. Not Engaged — They are just putting in the time.
3. Actively Disengaged — They are unhappy and spreading their discontent.

Do we care

Well our job is to improve the ratio of engaged to actively disengaged players

How do we move people up from:

1. Not Engaged → Engaged or
2. Actively Disengaged → Not Engaged

So some thoughts:

1. Review each person continually, talk with them, identify what motivates them (or demotivates)
2. Hold them accountable — hold people to a standard that

you can make them understand they can move from actively disengaged, to not engaged and then hopefully to engaged."

Takeaway: Everyone affects the culture.

Your culture is everything. It's your behaviors and what you are willing to accept. What you reinforce is what the culture will sustain. When people are negative and actively disengaged then this will spread. This affects the confidence and attitudes of everyone.