



Visibility and Focus

Before adjourning the Engagement Talk, establish team guidelines for how the team prefers to create an awareness around engagement.

Building your team’s engagement level is a process that takes time. It should not start and end with your first Engagement Talk or Action Plan. Stay focused on the changing needs of your team and each individual team member.

Focusing on engagement every day will help you foster a work environment that creates an engagement story in which everyone matters!

- Develop team guidelines to stay focused on engagement.
- Post the Action Plan and team goals in a spot visible to all team members.
- Make engagement a priority and constant focus.

Building engagement starts with small actions every day.

Gallup tells us that managers have the biggest impact on their team’s engagement. Many managers worry that it will be hard to focus on engagement with their already busy workload. However, engagement doesn’t have to be time consuming. Instead, think about interactions you already have with your team. Each interaction is an opportunity to focus on the team’s engagement.

What are the Top 5 ways you interact with your team each day/week/month? <i>ex. weekly team meetings</i>	Think about how you can influence your team’s engagement in these interactions. <i>ex. schedule 5 minutes in each team meeting for a conversation around one engagement item</i>
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Learn about the importance of focusing on each team member’s strengths. Explore the online article in [Gallup’s Business Journal: Driving Engagement by Focusing on Strengths](http://www.gallup.com/businessjournal/124214/driving-engagement-focusing-strengths.aspx) (<http://www.gallup.com/businessjournal/124214/driving-engagement-focusing-strengths.aspx>)