

# 10 WAYS TO IMPROVE EMPLOYEE ENGAGEMENT



*Provide ongoing opportunities for employees to be more involved and offer input*



*When you see performance issues, address them in real time to have the biggest impact*



*Be sincere when expressing appreciation*



*Be specific about which behaviors you're showing appreciation for*



*Look for opportunities that could help an employee grow personally or professionally*



*Always tie performance outcomes to job or behavior expectations*



*Consider how the employee wants you to communicate or demonstrate appreciation*



*Strive for mutual agreement when providing constructive feedback*



*Seek to understand why an employee performed a certain way before addressing issues*



*Give constructive feedback to employees routinely*

