# 4 ways to improve employee engagement

## Our top tips to help you build a happy and productive workforce

**TIP SHEET**

# In a world where work rules are constantly being redefined, keeping your employees engaged is key.

Disengaged employees is a costly issue. According to [Gallup's State of the Global Workforce report,](#) the current crisis of lack of engagement amongst employees costs businesses £5.9 trillion. With just 15% of workers stating that they're actually engaged at work, the issue seems to be growing. Employee engagement goes beyond simply how happy an employee is at work. Businesses are now factoring in workplace mood and productivity alongside wellbeing, which is seen as encompassing personal, financial and health issues.

At a time of great global upheaval, employee physical and mental wellbeing has come into sharp focus. A large proportion (45%) of the global workforce has expressed that the COVID-19 pandemic has affected their life a lot, while 43% of global employees stated that they experienced stress for most of their day (up from 38% prior to the pandemic).

So what can be done? 2022 is pivotal in helping your employees achieve a greater sense of purpose and direction at work. Bearing in mind the immense value an engaged employee brings to the company, it will require strategies that keep your team productive, supported and connected — especially for those remote teams!

# Here's how you can help your workforce thrive this year:

## Have frequent 1-2-1 meetings

No, this isn't micro-managing. It's centred around building trust with your employee and making them feel supported. Having regular catch-ups with your direct reports will allow them to create a routine of blocking out that time to have unfettered access and be able to speak their mind.

You want the conversation to be authentic and genuine. One way to possibly track your employees' progression or change in engagement could be to have weekly 1-2-1s to run through priorities, with an in-depth catch up every quarter.

For the more in-depth catch-up, get them to fill in a short survey asking about how they are feeling in general, how they feel about their role, and what they like or dislike currently. This will allow for a better long-term insight into how best to lead conversations with them. It also allows you both to work on long-term targets together.

The in-depth meeting will allow you to take a more emotive approach, leading with questions such as "how are you?" and "what's going on in your world right now?" to elicit a better response from your team member. Take these opportunities to discuss the review as well as offer up praise, encouragement and appreciation.

## Create an inclusive workplace

Far from being a buzzword, building an inclusive workplace for your employees is actually beneficial for productivity and your bottom line. Figures from Gartner have shown that fostering an inclusive team improves performance by up to 30%.

So, how to do you achieve this? It's important to connect with your team and celebrate their uniqueness. Let them feel valued for their contribution and what they bring to the table. Create spaces, in the office or virtually, to speak and discuss  topics that matter to them. You want your team to be their authentic selves at work, and you need to create moments for them to be comfortable enough to achieve this.

Research from Deloitte has indicated that 25% of employees recognise comfort as the biggest driver of belonging and wanting to feel fairly treated.

## Foster a family-friendly framework.

A family-first approach won't be relevant to all your staff, but the principles remain the same for everyone — being flexible enough to support people's personal circumstances will help build loyalty and trust amongst your employees.

For many companies, working from home and hybrid working have become the norm. With it, a fluid approach to work/life balance is needed. This is especially true when it comes to family matters. Creating a family-first approach will reap-rewards with your employees feeling less pressure to adhere to stringent workplace policies and thus be more productive.

The numbers stack up too, with research from the International Centre for Work and Family at IESE Business School indicating that people who work in family-friendly environments perform up to 19% better than those who do not. A few family-first approaches could be allowing employees to work alternative and flexible schedules and negotiating customised terms of employment.

## Implement a wellbeing platform

Having an employee health and wellbeing platform is a fantastic way to encourage healthy habits and build a connection with your team. Wellbeing platforms and challenges allow businesses and emplo-yees to mix social networking with their health targets.

Team-based corporate challenges create collaborative and fun cultures across your whole team wherever they may be in the world. There's nothing like a bit of team rivalry to get the blood pumping! Provide your team with a wellbeing-focused space which is not centred on work targets. This allows them to decompress from their day-to-day schedule, while improving their mental and physical health.

If you're looking for an immersive, team-based challenge to engage and connect your workforce - sign up for the all-new VP GO: The Great Escape. Harness the power of fun and team rivalry to help your company hit their health targets, building a happier, healthier and more engaged workforce.

## It's employee wellbeing. Done differently.  Request information