

WHAT DOES AN **ENGAGED** ORGANIZATION LOOK LIKE?

ENGAGED VS. **DISENGAGED**



Employees take primary **RESPONSIBILITY** for their own engagement.



Employees are the strongest **ADVOCATES** for their company and their brand.



Employees are **NOT ACCOUNTABLE** and leave engagement to others.



Employees **DON'T CARE** about the organization, and talk negatively about their jobs and others.



COLLABORATION is active and enthusiastic.



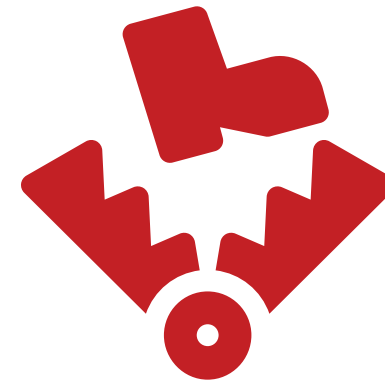
Employees eagerly resolve **QUALITY & SAFETY** issues.



Employees create **ENERGY** in others that can be felt — it's almost palpable.



There is appreciation, gratitude, and willingness to **CONTRIBUTE**.



SABOTAGE is occurring, whether active or passive.



Employees have **LITTLE COMMITMENT** to safety or quality beyond requirements.



Employees **DRAIN ENERGY** from others. The organization feels lethargic.



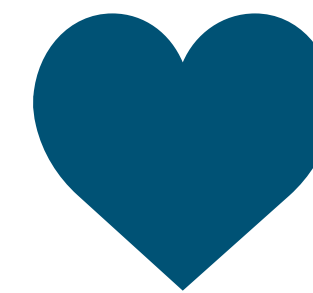
Employees **FEEL ENTITLED** and become resentful when they don't receive what they feel entitled to.



Employees engage **ANYTIME, ANYWHERE**, regardless of whether the boss is watching.



The organization is **SELF-LED, EMPOWERED, AND DETERMINED**.



Feelings of engagement and love for the job are **GENUINE**.



Employees **WON'T PUT FORTH DISCRETIONARY EFFORT** on their own.



The organization is **OVER-MANAGED AND UNDER-LED**.



Enthusiasm for the job is blatantly **ARTIFICIAL**.

DECISIONWISE

*To create an engaged organization, you need the **energy** of employees **communicating, collaborating, building trust, and promoting shared values**. That's when **magic** happens!*

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E N G A G E M E N T

