

Employee Engagement Discussions - Managers

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What are Engagement Discussions?

Connecting with your employees about their morale and engagement is more important than ever." Engagement discussions can serve as an organic opportunity to "take the temperature" of your employees : what excites them, what motivates them to stay, what could be better about their employee experience and how they envision the next stage of their career within the evolving Syensqo organization.

What are the benefits of checking engagement?

Engagement discussions are an indispensable tool to retain your workforce by making employees feel appreciated and motivated. *They focus attention on what is going right, rather than what went wrong.* They can hold off an employee's decision to quit a job

When an employee shows signs of unhappiness, burnout, or under performance, engagement discussions can help you find out what is going on and what you can do to help. Engagement discussions can also help you to keep on top of the needs of a happy employee.

Engagement discussions are conducted to understand the reasons why employees wish to continue working for the organization. It is all about their work, the environment, the practices and the people that appeal to them and motivate them to stay on.

How should Engagement discussions differ from Check-Ins?

Unlike check-ins, engagement discussions are not the time to share status updates about "to-dos" and projects. They should be informal and conversational. Managers should focus on how the individual feels about the work they do every day, the value of their contributions, and how they feel within the organization. Listen carefully, and keep the focus on understanding what your employee needs.

Employee Engagement & Morale

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- [Engagement Discussion deck](#)