ACURIL 2022, Curaçao
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Curaçao Marriott Beach Resort
Willemstad, Curaçao

10 Interesting Takeaways from my Research Journey

Irresistible Organizations

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ASERL
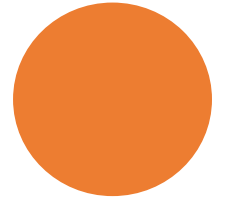
June 8, 2022

Common Issues in the Workplace?

Employee Engagement Research

- 85% of employees are disengaged in the workplace (67%)

- 25% of employees are currently actively making plans to leave their job

- Dysfunction and burnout

1. Trust

Foundation

2. Hierarchy and Engagement
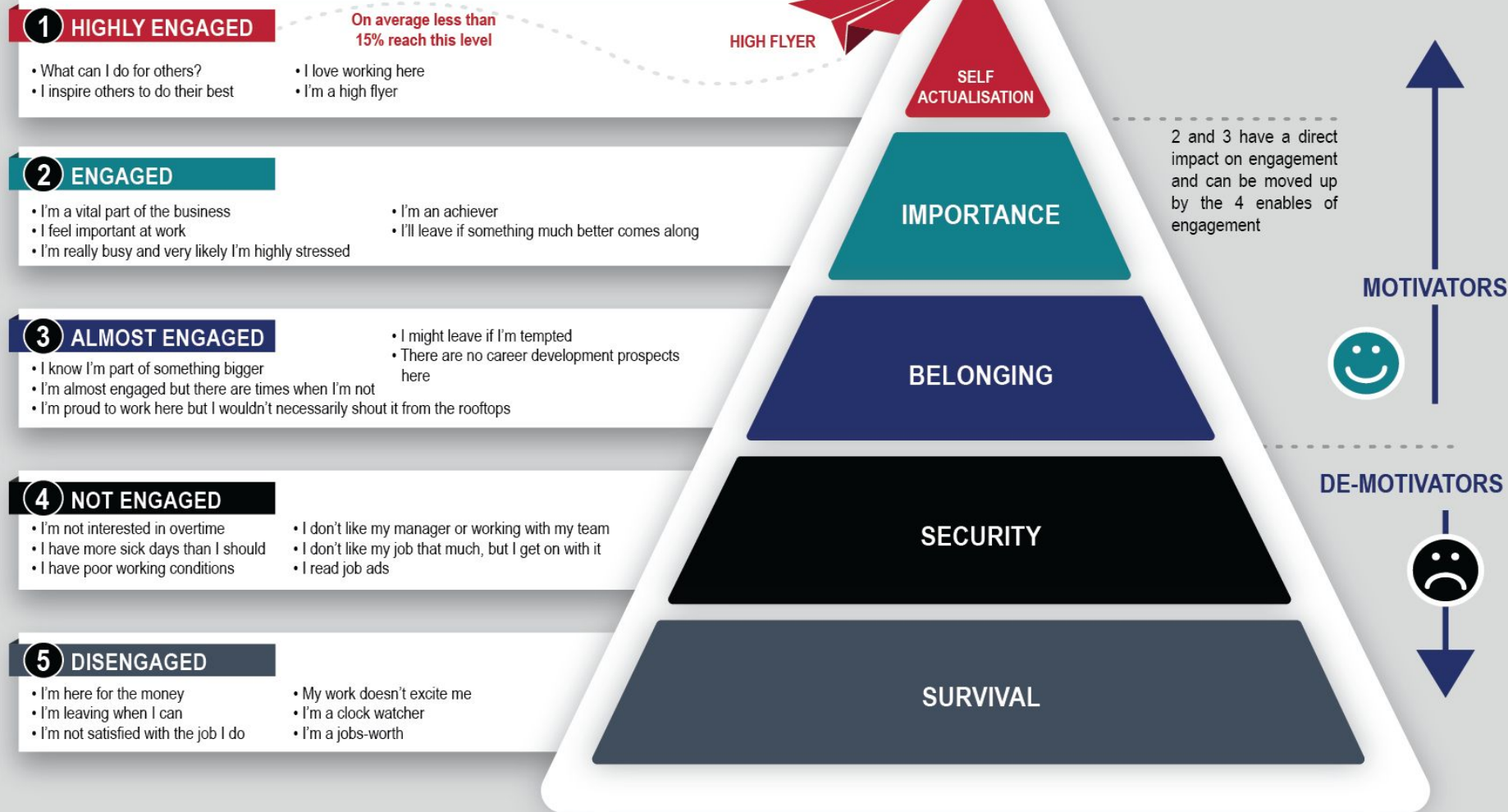
3. Scarcity Paradox (More with less)

4. Conflict

5. Negative and Positive Reinforcement (Punish and penalty)

6. Maslow Hierarchy of Needs (Workplace)

MASLOW'S HIERARCHY OF NEEDS APPLIED TO EMPLOYEE ENGAGEMENT

① HIGHLY ENGAGED

On average less than 15% reach this level

HIGH FLYER

- What can I do for others?
- I inspire others to do their best
- I love working here
- I'm a high flyer

② ENGAGED

- I'm a vital part of the business
- I feel important at work
- I'm really busy and very likely I'm highly stressed
- I'm an achiever
- I'll leave if something much better comes along

③ ALMOST ENGAGED

- I know I'm part of something bigger
- I'm almost engaged but there are times when I'm not
- I'm proud to work here but I wouldn't necessarily shout it from the rooftops
- I might leave if I'm tempted
- There are no career development prospects here

④ NOT ENGAGED

- I'm not interested in overtime
- I have more sick days than I should
- I have poor working conditions
- I don't like my manager or working with my team
- I don't like my job that much, but I get on with it
- I read job ads

⑤ DISENGAGED

- I'm here for the money
- I'm leaving when I can
- I'm not satisfied with the job I do
- My work doesn't excite me
- I'm a clock watcher
- I'm a jobs-worth

Pyramid levels (top to bottom):
SELF ACTUALISATION
IMPORTANCE
BELONGING
SECURITY
SURVIVAL

2 and 3 have a direct impact on engagement and can be moved up by the 4 enables of engagement

MOTIVATORS

DE-MOTIVATORS

7. Leadership Strategic Plan (The People Stuff)

8. Recognition and Praise

(superpower)

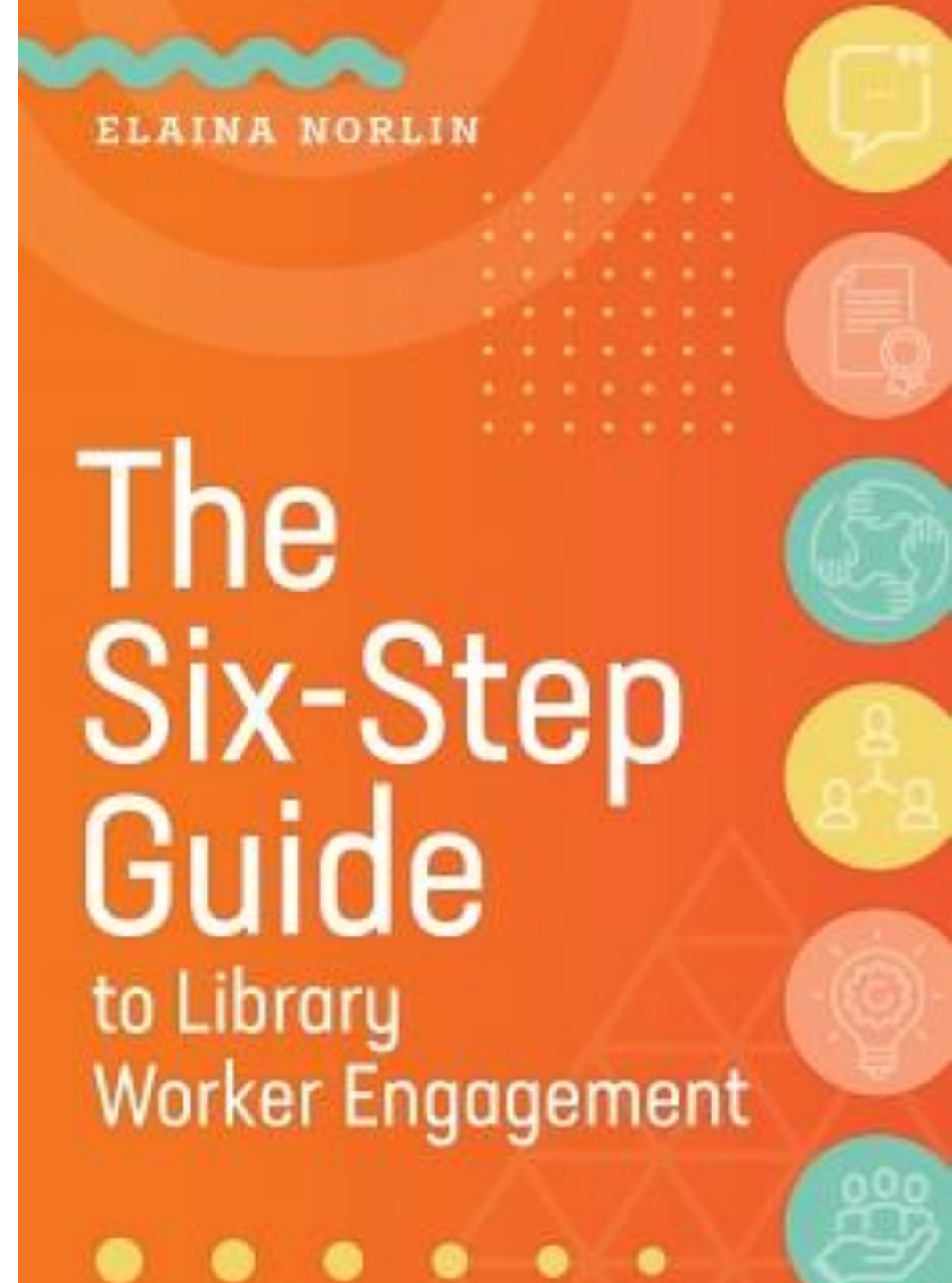9. Teamwork and Connection

10. Embracing Diverse Perspectives

What Areas Does Your Organization Excel and Why?

Handbook

https://www.alastore.ala.org/sixstepengagement

ELAINA NORLIN

The Six-Step Guide to Library Worker Engagement

Questions/Contact

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