

# The Talent Advantage: Six Strategies to Keep You Engaged at Work

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*Adapted from the book: The Talent Advantage by Dr. Alan Weiss and Dr. Nancy MacKay, published by Wiley.*

Engaged employees have the highest productivity because they show up mentally and physically every day with a high degree of motivation to deliver extraordinary results.

The following six strategies will keep you engaged at work.

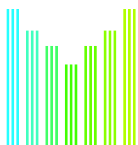
## 1. Build friendships with people at work.

- On a scale of 1 (low)- 10(high), how satisfied are you with the friendships you have at work?
- Love and connection is the most important emotional need that people have to stay motivated.
- We spend roughly 50% more time with our customers, coworkers, and bosses than we do with our friends, significant others, children and other relatives combined.
- Gallup research shows that without a best friend at work, the chances of being engaged in your job are 1 in 12.
- Gallup research shows that employees who have a close friendship with their boss are more than 2.5 times as likely to be satisfied with their job.

Action Item: If you want to be more engaged at work, develop at least three strong friendships at the office, maybe even one with your boss.

## 2. Develop a learning and growth plan on a quarterly basis.

- On a scale of 1 (low)- 10(high), how satisfied are you with the opportunity you have to learn and grow in your current role?
- Learning and growth is a life-long emotional need that people have to stay motivated.
- You currently have skills, behaviours and experience that enable you to deliver results.
- Action Item: Identify learning and growth objectives and develop a 90-day action plan to improve your skills, behaviours and experience in required areas to help you achieve your full potential.



### 3. Contribute to the success of the people around you.

- On a scale of 1 (low)- 10(high), how satisfied are you with the contribution you make to the success of both internal and external people?
- Contribution is a life-long emotional need that people have to stay motivated.
- Action Item: Identify three activities that you do that contribute to the success of others. Develop a plan to spend more time doing these activities and/or add new activities within the scope of your role.

### 4. Step into your significance.

- On a scale of 1 (low)- 10(high), how significant and important is the work that you do?
- Significance is a life-long emotional need that people have to stay motivated.
- When you do activities that you love to do, you feel a sense of purpose and significance.
- Action Item: Identify what you do that makes you feel significant and important. Develop a plan to spend more time doing these activities and/or add new activities within the scope of your role.

### 5. Embrace variety and challenge.

- On a scale of 1 (low)- 10(high), how satisfied are you with the amount of variety and challenge in your current role?
- Variety and challenge is a life-long emotional need that people have to stay motivated.
- Boredom sets in if you don't have enough variety and challenge in your role.
- Action Item: Identify what you do that makes you feel a sense of variety and challenge. Develop a plan to spend more time doing these activities and/or add new activities within the scope of your role.

### 6. Create certainty to achieve career success.

- On a scale of 1 (low)- 10(high), how satisfied are you with the amount of certainty and control you have related to your career success?
- Certainty is a life-long emotional need that people have to stay motivated.
- Fear and pessimism set in if you don't have enough certainty related to your career success.
- Action Item: Define what career success looks like to you. Reach out to your boss (and other coaches and mentors) to help you create more certainty related to your career success.

