

We can use Maslow's Hierarchy of Needs to understand that employees also have basic needs that must be met in order for them to become more engaged and excel at their job and as an organizational collaborator. Follow the illustration below to identify where you team member's level of engagement and how you can help them elevate according to their needs.

**Engaged** 

### **Levels of Employee Engagement:**

Highly engaged Work is meaningful. Employee feels inspired, feels supported by manager and have access to growth opportunities. Focus on maintaining connection and motivation to

build fulfilment. Turnover is very unlikely.

Establishing affective commitment. Employee enjoys the job and workplace, feels included and valued, feels safe to communicate and appreciates feedback. Leaving the company would be hard.

Almost engaged

Establishing organizational identity. Good relationship with coworkers but not necessarily connected with the company's goals, Employee needs to feel safe to communicate with colleagues and superiors in order to feel as part of the organization. Might be tempted by better offers.

No organizational commitment, no feeling of stability, no career plan. Hostile workplace, no strong relationship with co-workers. Employee highly likely to accept better offers

## Disengaged

Not engaged

Workplace doesn't provide the resources needed to do the job. Employees feel that they have to pay to work. No relationship with co-workers. Here for the paycheck. High absenteeism, actively planning to or looking for other jobs.

# **Self-Actualization**

#### Esteem

Purpose, appreciation,

# Belonging

Employee's Needs Welcoming work environment, open communication, good work relationships

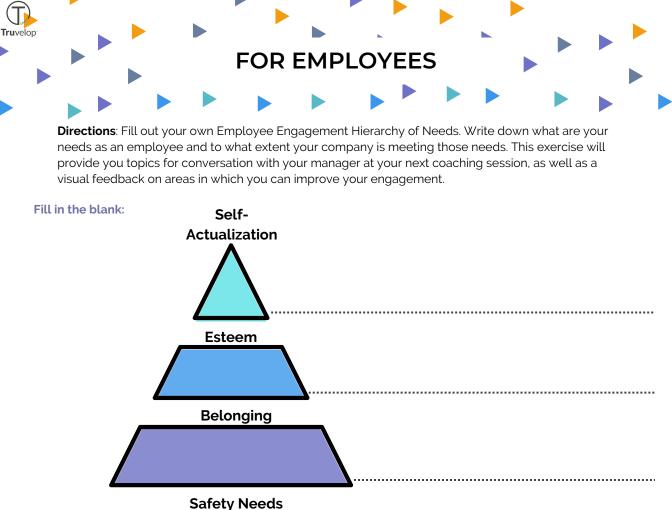
## **Safety Needs**

Job security, safe work environment, work stability, career plan (creates long-term prospect)

### Physiological Needs

Money, physical environment (office, desk, resources, materials),





**Physiological Needs**