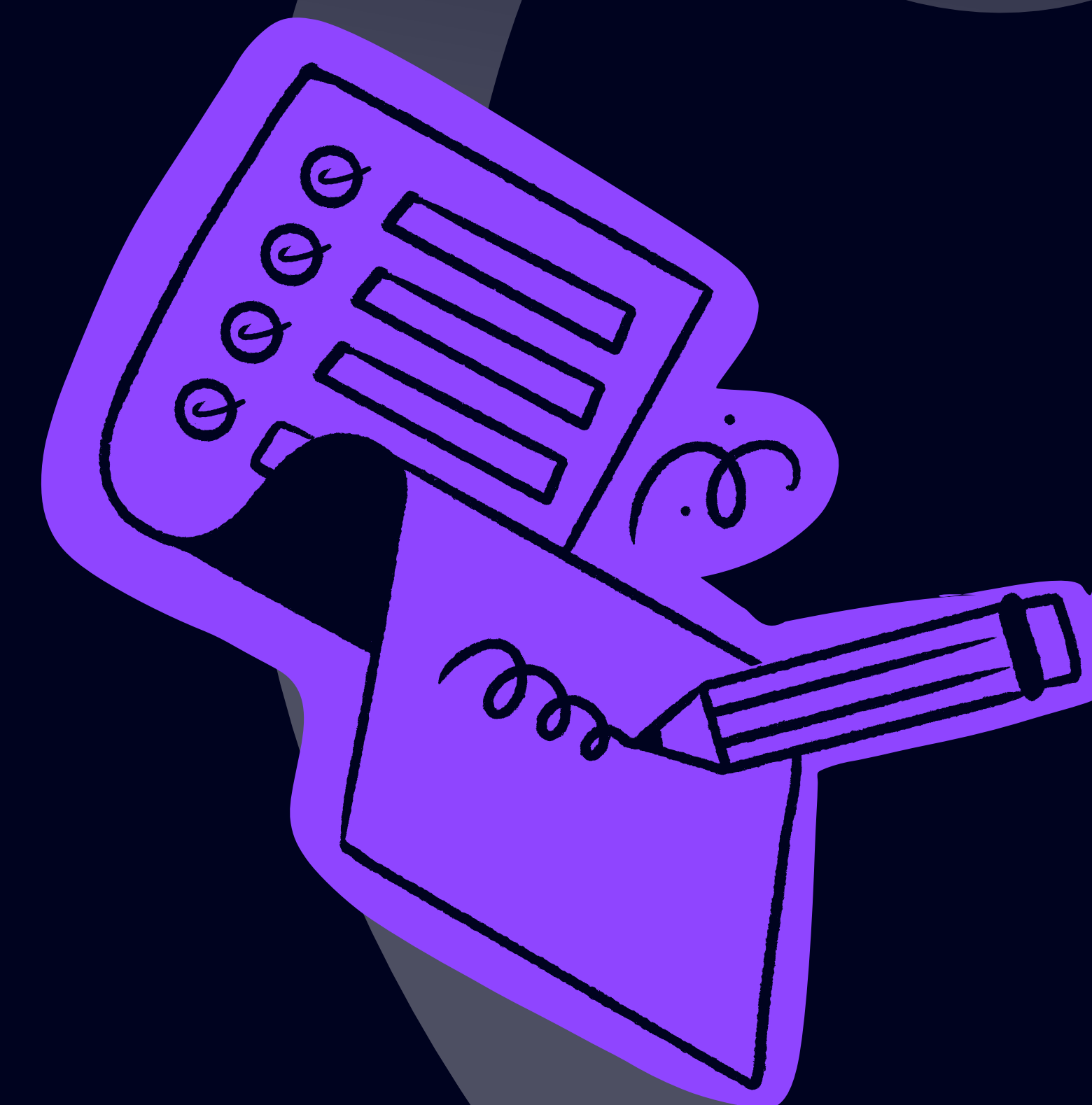


70 (YES, 70!) SUPER TIPS FOR EFFECTIVE EMPLOYEE ENGAGEMENT





Highly engaged employees
make the customer experience.
Disengaged employees break it."

Timothy R. Clark



THERE'S GOOD AND BAD NEWS!

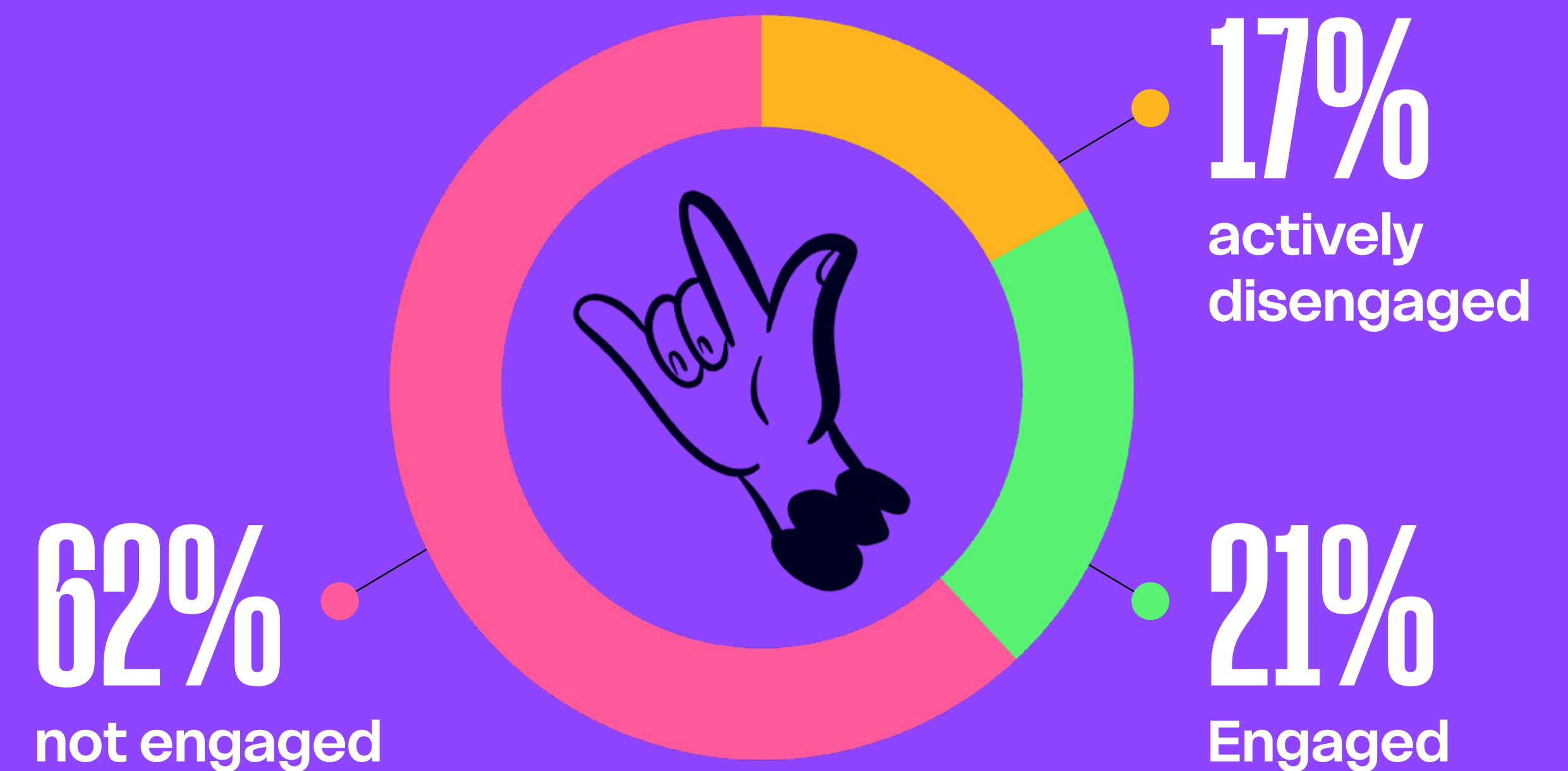


Right, let's get the bad news out of the way.

According to [Gallup's 2025 State of the Global Workplace report](#), employee engagement globally sits at just 21%. That means a staggering 79% of employees are either not engaged or actively disengaged – a sobering reality that affects everything from performance to profitability.

An unengaged workforce:

- ★ Increases staff turnover
- ★ Reduces productivity and innovation
- ★ Erodes company culture
- ★ Demotivates employees to reach company goals



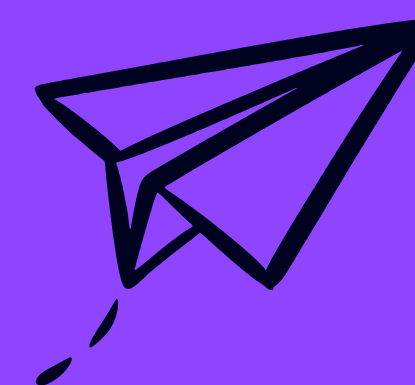
So, what's the good news?

Increasing employee engagement isn't a mystery – it's achievable and sustainable. It doesn't require costly overhauls or grand gestures. It starts with small, intentional actions from leaders, managers, and teams. This book shares **70 practical, high-impact tips** that will help you create a culture where employees feel valued, connected, and motivated to bring their best to work every day.

Let's get started!



HOW DO WE INCREASE EMPLOYEE ENGAGEMENT AND DECREASE EMPLOYEE TURNOVER?



Employee turnover rates in the job market have risen massively in the last couple of years. A strong global economy has made it much harder to retain talent.

While the spikes seen during the post-pandemic 'Great Resignation' have slightly eased, retention is still a challenge. According to Gallup's 2025 report, **50% of US employees are actively looking for new jobs or watching for openings.** That's half the workforce quietly disengaging or preparing to leave.

Employee turnover comes at a cost (both financially and culturally). The [2023 Future of Jobs Report](#) revealed that turnover costs organizations 33% of an employee's annual salary per departure.



For years, leaders have tried to solve this with better management.

But the data shows that traditional management (focused on oversight and efficiency) doesn't inspire today's workforce. In fact, it often contributes to disengagement, as modern work demands are far beyond the normal routine.

Traditional management may drive task execution, but it doesn't captivate the growing segment of knowledge, creative, and purpose-driven workers. As [Daniel Pink](#), New York Times best-selling author, emphasizes, **motivation stems from autonomy, mastery, and purpose** – not oversight.



Leaders who foster these elements become the ones employees truly remember and follow. They give staff members the freedom to be themselves, express their views and opinions, and have a role in the company's bigger picture.

So, while effective management remains important, it's no longer enough to retain and engage top talent. The missing ingredient is **self-direction**. And that's what this book will help you find. In the following pages, you'll find 70 tried-and-tested tips you can use to:

-
- 01 • Make the shift from compliance to self-direction
 - 02 • Improve employee engagement
 - 03 • Reduce turnover costs
 - 04 • Reach company goals faster



SECTION ONE

When it comes to employee engagement ideas, forget about management. **Self-direction** is where it's at.



Self-direction is where it's at

01 · Use the "if-then" mindset for simple, short-term work

People love rewards, especially materialistic ones. But when it comes to motivating them with such incentives, this is only possible when tasks are analytical and algorithmic.

A [study by the Intensive Research Foundation \(IRF\)](#) revealed that financial incentives boost performance in mechanical tasks by as much as 44%. However, it must be done correctly to get productive results.

In other words, you can't dangle a carrot in front of an employee and expect that they will produce complex, creative work every day. That's why you should only use the "If you do X, you'll get Y" method for simple tasks.

02 · Use the self-direction mindset for complex, long-term work

Employee engagement comes down to one thing: self-direction. If you want your team to produce high-quality creative work, find solutions to any challenge, and develop the courage to do things no one has ever done, you need to give them the freedom to act, explore, and lead. [Self-determination theory](#) confirms that giving people choice over goals and methods raises intrinsic motivation and performance.

03 · Find out what makes people engage, not what makes them comply

On one hand, management is all about getting people to comply with rules and regulations. On the other, self-direction encourages employees to become more engaged. Rather than asking "How can I get my team to follow the rules?", ask **"What conditions make people want to contribute their best work?"**

Focus your energy on building engagement, not just enforcing expectations. Notably, Gallup's report reveals that employees whose managers foster purpose are likely to stay and perform well.

04 · Turn more work into "algorithmic" work

When a task is broken into clear steps, it becomes less daunting and easier to act on. That's why even creative projects benefit from smart structuring. Well-written briefs, step-by-step guidance, and clear outcomes help employees focus and make progress.

Interestingly, a [Microsoft Research comparative study](#) revealed that teams with micro-task breakdowns complete projects with fewer errors than teams with macro tasks. Bottom line? When work feels achievable, motivation increases. And when goals are clear, rewards feel more natural and earned.



Self-direction is where it's at

05 · Pay your employees well

It's simple: underpaying creates disengagement. If your competitors are offering 20% more, you're likely to lose top performers or struggle to attract them in the first place. And don't forget: turnover is expensive.

Recruiting, onboarding, and retraining costs quickly add up, often exceeding the cost of simply offering competitive pay. Paying well isn't just fair; it's strategic. It's a way to show respect, retain talent, and reduce the hidden costs of disengagement.

Would you rather pay an employee more (and therefore increase their motivation) or have to deal with the costs associated with talent turnover?

06 · Shift from management to self-direction

The psychological reactance theory suggests that control prompts pushback: employees who are overly managed often report higher disengagement levels.

Psychologists usually talk about what makes people (children and adults) misbehave. Guess the number one reason why young teenagers start smoking cigarettes: it's because their parents told them not to.

The same rules apply in the office. Trying to control people makes them resent you and their workplace. On the other hand, giving them freedom and direction produces accountability.

07 · Be a mentor, not a boss

Think about the best boss you ever had. Were they a micromanager or a mentor? Probably the latter! Nobody wants to work with a boss who is breathing down their neck and telling them what to do all the time. It makes people miserable. However, helping your employees, listening to them, and giving them freedom creates an atmosphere of mentorship and teamwork.

08 · Make employee engagement a continuous process, not a one-time goal

These employee engagement ideas will only get you so far if you implement them once. You must remember that employee engagement isn't something you achieve once and then forget about. Ironically, that's the 'if-then' mindset at work.

Instead, you must weave it into the fabric of your company's daily work and turn it into a process that has no end.

THE TAKEAWAY

If you want engaged employees, stop managing and start enabling. **Self-direction is the foundation of modern engagement.** Now that we've established the core mindset, let's explore the next step: how to apply these ideas in real, practical ways throughout your organization.



SECTION TWO



Improve employee engagement by showing people they matter

When it comes to employee engagement, one of the best things you can do is show your staff that you care for them.

- ★ Firstly, if you're reading this, then you do care
- ★ Secondly, you want to **know** how to make your workplace more fun
- ★ Thirdly, you want to **show** your employees that you care



That's all that matters. These tips will show your employees that you care about their level of passion and engagement at work. However, demonstrating care is one thing, but showing them that they matter is something else.

Show people they matter

09 · Emphasize employee safety

No one can thrive in a workplace where they feel unsafe. When employees don't feel secure physically or psychologically, it's nearly impossible for them to be engaged or productive.

You can emphasize safety by improving onboarding, investing in proper tools and protective equipment, and making education a regular part of your culture. More importantly, involve employees in these efforts. When they're part of the process, they're more likely to feel protected.

10 · Create a healthy work environment

While safety lays the foundation, a healthy environment builds the culture. Simple things like giving people enough physical space, providing better air quality, or offering gym memberships can significantly improve how people feel at work.

Taking preventative measures to reduce stress, illness, and discomfort doesn't just improve well-being; it improves engagement too. This aligns with [research by the McKinsey Health Institute and World Economic Forum](#), which proved that organizations that prioritize health often experience significant productivity and better employee engagement.

→ **Let employees know you truly value them.**

11 · Make expectations clear

Accountability is a by-product of responsibility; if someone's duties aren't clear enough, they simply can't be held accountable. In 2024, [PWC](#) found that 44% of workers don't understand why important changes are happening in their organization.

When expectations are vague, frustration and disengagement set in. People want to succeed, but they need to know what success looks like. That includes clarity around their daily tasks, long-term goals, and the outcomes they're expected to deliver. When roles and expectations are clearly defined, employees are more confident, more focused, and far more engaged.

12 · Give employees the resources to perform their job correctly

Providing your employees with all the resources they need to perform their tasks isn't a plus – it's a must. Imagine sitting at your desk, ready to do your job. Suddenly, you realize you're missing an important tool. The result? You're annoyed and distracted.

However, when employees have the resources they need to perform their tasks correctly at their disposal, engagement and motivation become easy. Remember: information is also a resource.



Show people they matter

13 · Let employees know that their job is important

If someone is treated as an unengaged worker, that's exactly the role they will fill in the company. Make sure your employees know their role not only in day-to-day tasks, but in the chief goal the company is trying to reach. This will make your employees feel that, without them, the organization won't be able to perform at its full capacity. This shows them their value.

14 · Show employees the results of their work

Recognition isn't just about praise, it's about visibility. When someone creates something brilliant or solves a problem, show them the outcome. For instance, if a creative at your company came up with a great ad or an accountant managed to save you a ton of money, let them see the ripple effects of their efforts.

This reinforces the idea that their work isn't invisible; it changes things. When employees can clearly see how their work contributes to success, they'll be more invested in delivering those outcomes again and again.



Show people they matter

15 · Show employees that you value their work-life balance

Everyone defines work-life balance differently. Someone might want an extra day off, while another would prefer the option to work from home. To increase engagement, the best way to show employees that you value their preferences is to offer them a more flexible schedule.

By doing this, you're also encouraging autonomy and allowing them to work on their own terms. Chances are, they'll get a lot more done in a lot less time. A [Zipdo report of unlimited PTO \(Paid Time Off\) statistics](#) revealed that firms offering this policy show a 12% decrease in turnover and a 14% reduction in burnout rates.

16 · Challenge your workforce

Employees love living up to challenges, which can be anything from complex tasks to fun in-house office competitions. Challenging your team signals that you value their capabilities and trust them to grow. It also creates a culture where advancement is earned, not handed out. People are more invested in opportunities they've worked for.

17 · Find out their individual passions

How are you going to show people that they matter if you know nothing about them? One of the best ways to learn about someone is to find out what motivates them. What are their fundamental desires and passions, and how can you align them with your company's purpose?

Invest time to find the answers. Therefore, hold quarterly 'passion interviews' and map interests to projects. No doubt, your employees will be grateful for your interest. Plus, you can gain dozens of new employee-engagement ideas just by finding out people's goals.

18 · Create a company roadmap and include employees in it

A company roadmap helps everyone understand where the business is headed. But its real power lies in making employees feel like active contributors to that journey. From frontline staff to executives, every employee should see how their work fits into the broader strategy.



Show people they matter

19 · Invest in your employees with courses and resources

Your employees are your biggest investments. So, it only makes sense that you would invest in their growth. By providing them with courses, resources, and valuable information, you're not just helping them grow as individuals; you're also investing in your organization's future.

If your employees are learning and growing all the time, your company will grow too. Interestingly, [the 2025 Workplace Learning Report](#) showed that organizations that prioritize career development outpace others on key indicators of business success. 91% of the learning and development professionals agreed that continuous learning is vital for career success.

20 · Set department goals and include employees in them

Whether it's marketing, administration, or accounting, every department in your business should have its goals as part of the bigger picture. That's why it's crucial to include all of your employees in your department roadmaps. This not only makes reaching milestones easier, but it also helps them create a sense of identity within your company.

21 · Align your company's purpose with your employees' passions and desires

People don't just want to do work; they want to do **meaningful** work. Once you've discovered what drives each team member, the next step is to connect those motivations to your company's mission.

When employees see that their personal goals can thrive within the organization's goals, they unlock a powerful sense of purpose. Notably, this alignment doesn't happen by accident. It starts with open conversations and continues through strategic role design, growth paths, and performance conversations.

22 · Find your superhero employee

Have you thought about why 'Employee of the Month' badges are even a practice? It seems superficial, but it's actually one of the most effective ways of setting standards at your workplace.

Your superhero employee is the one who lives and breathes company values, consistently brings solutions, and uplifts those around them. Highlighting these role models helps others understand what excellence looks like in your context. This isn't a matter of control; it's simply rationalizing self-direction.



Show people they matter

23 · Celebrate employee birthdays and achievements

When it comes to employee birthdays, anniversaries, and achievements, the question isn't "Should we celebrate them?". The question is, "How do we celebrate them?". Celebrating birthdays, work anniversaries, and life events sends a clear message: you're not just an employee here; you're family.

Interestingly, a [2023 Snappy survey](#) revealed that a striking two-thirds (66.7%) of US workers say they would experience improved job satisfaction if their employer recognized their birthday. Additionally, 80.8% agree that celebrating personal milestones boosts workplace morale, and 74.6% say it increases employee retention.

24 · Offer ongoing coaching programs

Signing up your staff for ongoing coaching or hiring a motivation expert to work in-house at your company is one of the best ways to show people they matter. It's not the employees' performance that matters. Rather, it's about the employees' engagement, education, and growth.

Great ongoing coaching programs are usually company-specific. Therefore, it's hard to give advice on the exact ways you should approach this. Think of materials that combine the company's goals with employees' desires for mastery in certain fields. Then, tailor coaches to department needs, from leadership to technical skills.



Show people they matter

25 · Host farewell parties

Employee departures can leave emotional gaps in teams, but they're also moments to express genuine appreciation. If you're always celebrating employee birthdays and achievements, but you're not paying the same attention to the people who quit your company, this will rub off on everyone.

The best way to show employees you appreciate them and their time at the company is by throwing farewell parties. This shows that you appreciate everyone, even when they're leaving, and that's the kind of culture that fosters engagement.

26 · Find ways to measure employee engagement

Measuring employee engagement shows people how much you care about them and how they feel at work. It's a way to gain valuable insights into the collective and individual minds of your staff. You can do this by scheduling one-on-ones, using poll surveys, or using an employee management platform. Such platforms not only collect data, but they also format it in a way that helps you better understand what "engaging work" means to your employees.

27 · Give employees unscheduled days off when they need them

Life happens, and when you give employees the flexibility to step away without red tape, you're telling them you trust them to take care of both their personal needs and professional responsibilities. It might be to recharge, to reset after a tough week, or simply to catch up on life outside work.

These gestures show that you value people as humans first, not just as workers. Chances are, your company won't crumble because you gave someone a day off. Plus, it fuels self-direction. The result? Renewed energy, loyalty, respect, appreciation, and accountability.



Show people they matter

28 · Provide growth opportunities

Static roles stall engagement and creativity. People often have ideas about themselves, the company, and everything in between. As such, creating room for employees to take on challenges that stretch their capabilities and reward initiative is a great way to foster growth.

The best ideas often come from employees who are closest to the work, but they need the platform – and the permission – to act on them. When someone presents a creative idea or demonstrates leadership, that's your cue to provide room for them to expand.

This doesn't mean handing out responsibility without reason; it's creating a system where people can earn new roles or projects. However, use this strategy sparingly. Only give opportunities to the people who work hard and earn those opportunities by providing great ideas. Otherwise, they're not really growth opportunities.



29 · Know the schedule of every employee

This will not only help you from a management perspective, but it will also let employees know that you value their time, both in and out of work. Answer questions such as:

- ★ When do they usually get home?
- ★ What do they like to do in their spare time?
- ★ Do they go to bed late or early?

Little things like that will help you get to know a person on a profound level. Do not use this information to control your employees. Instead, use this knowledge as a way of connecting and understanding your workforce.

→ Give people the day off when they need it.

Show people they matter

30 · Encourage mastery

People love getting better at things that matter. In Asia, a concept known as Kaizen is regularly implemented into company culture. It involves doing small things every day that add up to big results.

Encourage each person to dedicate a bit of time every week to sharpen a skill, explore a new tool, or experiment with creative ideas that get them closer to mastery in the skills that they and your company value.

For instance, if you're a software firm, let people code whatever they want for an hour. If you're an ad agency, allow people to create ad concepts that they'd love to see happen. This will only make them better professionals in the long term.

31 · Use quick surveys to drive engagement

One of the most effective ways to build trust and engagement is to ask employees for their thoughts and then take action based on their responses. Regular pulse checks, whether through short surveys or informal conversations, give your team a voice in shaping the workplace.

These don't need to be long or overly formal. Ask questions like: "How are you feeling about your workload this week?" or "What's one thing you'd improve in your role right now?". Even asking for feedback on management can reveal hidden friction points and give you the chance to course-correct before problems grow.

More importantly, when employees see that their input leads to action, they feel heard – and that's when real engagement begins. Consistent feedback loops turn your workplace into a collaborative space where people feel comfortable sharing ideas, speaking up, and contributing to continuous improvement.



THE TAKEAWAY

Showing employees you value and appreciate them is the first step to creating an engaging work atmosphere.

They need to know that you not only value them collectively, but also as individuals.

The best way to show employees that they matter is to help them grow, ask for their opinions and act upon them, and include them in company goals and roadmaps.

SECTION THREE

Encouraging autonomy—
the what, the why, and the how



Encouraging autonomy

32 · Give employees more control over the 4 T's: Team, Task, Time, and Technique

Autonomy is one of the strongest drivers of engagement, and the four T's are a practical framework for putting that autonomy into action. When employees have greater control over their team, task, time, and technique, they take more ownership of their work, become more creative, and develop stronger internal motivation.

33 · Team — More control over who they work with

Buffer's State of Remote Work report (2023) found that 15% of remote workers cite collaboration and communication as top challenges they experience. How to solve it? By letting employees choose with whom they collaborate.

Team dynamics influence performance more than we often admit, and forced partnerships can lead to quiet friction or stalled output. Instead, when people choose their collaborators, they work with energy and trust.

34 · Task — More control over what they do

Tasks are not chores to an engaged employee. Moreover, if you want to create that atmosphere where people love what they do, you should at least give them some ability to control their tasks. The best way to encourage someone to do something is to make it easy for them. For instance, rather than dictating every assignment, give a buffet: "Here are five projects we need; pick two."

35 · Time — More control over when they do what they do

A flexible schedule means more autonomy. It projects self-direction and accountability. Let people organize their hours when possible, and you'll likely see a rise in results. Just make it clear that flexibility must be earned and sustained through consistent performance.



Encouraging autonomy

36 Technique — More control over how they do what they do

True autonomy isn't just about what employees do; it's also about how they do it. When people are trusted to design their own processes, tools, and workflows, engagement and creativity soar.

An excellent modern example is NVIDIA, the Santa Clara-based leader in graphics processing units and AI computing platforms. A [Business Insider Report](#) (2025) reveals that this company discourages rigid hierarchies and embraces a "mission is the boss" model with minimal managerial interference.

Coupled with trust-based practices like remote work and self-directed problem solving, NVIDIA demonstrates how letting people choose their methods leads to highly accountable, engaged, and innovative teams. It's no surprise it's [fifth in the list of the Fortune 100 best companies to work for in 2025](#).

→ If you want to give your employees autonomy, you need to give them control.



Encouraging autonomy

37 · Nurture your employee's inner child

This isn't a call for infantilization. Rather, it's an invitation to remember that every adult employee was once a child full of curiosity, imagination, and energy. Think about it. Children are free, adventurous, creative, and they are never unmotivated. That's the spirit you want to unlock in your team.

But here's the catch: creativity withers under rigid rules and constant control. Just like children rebel when their freedom is stifled, employees disengage when they're overly monitored, underappreciated, or denied the space to grow.

When you permit them to explore, test ideas, make mistakes, and find their way forward, you're reigniting that original creative spark. Respect that inner child, and you'll find an adult who's far more engaged and invested in the work they do.



38 · Let employees advise management on crucial decisions

When leadership solicits input from employees, not just as a formality but with genuine interest, it makes a profound difference. It signals equality, respect, and trust. It also opens the door to insights that executives might never see from the top.

Even symbolic moments of humility, like the iconic image of Barack Obama fist-bumping a White House janitor, can become cultural cornerstones. They communicate that everyone's voice matters, regardless of title or role.

In practical terms, this might mean inviting feedback during planning sessions, asking employees to join strategy discussions, where leadership listens more than it talks. You'll be surprised how often your best ideas come from the people closest to the day-to-day reality of your business.

39 · Enable task opt-outs once in a while

Yes, you read that correctly. Out of all the tasks that people don't like to do, there's that small percentage of tasks they absolutely hate doing. Don't ignore that fact. Give people the freedom to throw away the tasks that make them outright miserable.

This doesn't mean slacking off; it means trusting employees to know when something is burning them out and empowering them to make space for more meaningful work. They will thank you for this with more productivity, accountability, and motivation.

Encouraging autonomy

40 · Include your employees in cross-department collaboration

Don't treat departments as separate entities, regardless of how big your company is. Companies often operate in silos, with departments functioning as isolated units. But employees don't think in silos.

They see the bigger picture, especially when they're deeply engaged in their work. That's why it's important to allow cross-functional feedback and collaboration.

When someone from finance has a brilliant marketing idea, or a developer spots inadequacies in HR processes or believes there are ways to use finances more efficiently, listen. Encourage them to share.

The best organizations are built on shared goals, and that means removing the artificial walls between departments. Shopify explains this in its [blog](#), highlighting how cross-department dialogue leads to improved feature delivery and better alignment across teams.

41 · Implement 20% time

You've probably heard of [Google's legendary 20% rule](#). It's the practice of letting employees spend 20% of their workweek on side-projects that interest them – projects that may fall outside their core responsibilities but have the potential to benefit the company. This simple idea has led to some of Google's biggest innovations, like Gmail and Google News.

While 20% time may be harder for smaller businesses to implement formally, the underlying principle remains powerful: **giving people room to explore their ideas fosters innovation and intrinsic motivation**. If allocating 20% seems too much, start smaller – maybe an hour a week for curiosity-driven work. The goal is to make autonomy a consistent part of your culture, not a one-time perk.

42 · Have a yearly day of autonomy

This practice is becoming more widely adopted by the day. An [article by Financial Times](#) (2024) highlighted how leading firms like Meta and Atlassian regularly host hackathons or innovation days where staff are legally or culturally empowered to explore their own ideas.

These events drove creativity, ownership, and measurable innovation outcomes. It's not about the day itself; it's about what it represents – **trust**, which is the bedrock of sustainable employee engagement.



Encouraging autonomy

43 · Make time for 'genius hour'

Ever wish you could hit pause on your to-do list and chase that crazy idea that popped into your head at 2pm? That's the ideology of the genius hour. It's a period (say, one hour per week or a half-day each quarter) where employees can explore passion projects or prototype bold solutions.

Now, this bit of self-directed freedom isn't just a perk. It's an avenue for innovation, growth, and engagement within your company.

44 · Free your employees from cubicles

Restrictive workspaces often create restrictive thinking. Traditional cubicles can silently stifle creativity and collaboration. Modern workplaces are shifting toward more open, flexible layouts that encourage autonomy.

Giving employees space to personalize their desks, choose where they work during the day, or collaborate informally breeds comfort and confidence. When people feel physically free, they're more likely to think freely and act with ownership.

Are your sales reps still working in small cubicles where they barely have enough space to breathe? If the answer is yes, you should reconsider your layout.





Encouraging autonomy

45 · Hold regular brainstorming sessions

Opening the floor to fresh ideas is so powerful. As mentioned earlier, the idea that could transform your company is sitting somewhere in the mind of one of your employees. At the very least, regular brainstorming sessions let everyone in the company have a voice. Not a lot of companies do that.

However, creativity is a very in-demand and crucial skill for employees. One [LinkedIn Pulse article](#) even calls it one of the most important skills in the business landscape. When employees are able to express their creativity openly, a sense of belonging grows in their workplace.

So, gather everyone in a room, set a few ground rules, forget about outcomes, and just brainstorm.

THE TAKEAWAY

Empowering employees with control can be the heart of sustainable engagement. When people choose who they work with, what they work on, when they do it, and how they do it, they experience true self-direction. This autonomy fuels creativity, strengthens trust, and drives measurable gains in satisfaction, productivity, and innovation.



SECTION FOUR

Increase employee engagement
by improving communication



Improving communication

46 · Always be understanding

Imagine going to your supervisor and asking for a day off for the first time in months. You get yelled at, rejected, and almost laughed out of the room. Is this a company you'd like to work for? Always take the time to listen to your employees' reasoning.

Notably, a 2025 [Harvard Business Review](#) article highlights findings from 117 studies showing that when employees feel genuinely listened to, their engagement rises, performance improves, and work relationships grow stronger.

Whether an employee is requesting time off or explaining a misstep, give them the floor to express their reasoning. When you take the time to understand why they're asking or what happened, you create trust and a culture rooted in empathy. That alone goes a long way toward engagement.

47 · Congratulate employees on great work

Never hesitate to congratulate and reward people for great work. Why would you? If you see someone going above and beyond for the company, they deserve all the praise and rewards you can give them. Remember, [according to Gallup](#), 79% of employees are not even engaged. In this day and age, every worker deserves recognition — no questions asked.

48 · Encourage teamwork

There's truth to the old proverb: two heads are better than one, and four hands are better than two. Encouraging teamwork in your company won't just improve your performance collectively, it'll also teach employees how to work well with other people, and these benefits compound. It creates a workplace of understanding, enthusiasm, and mutual growth. Never underestimate the value of teamwork.

49 · Talk to employees about their strengths

Once in a while, you should jump on everyone's favorite topic — themselves. Have conversations about times when an employee has excelled — when they went beyond their role or solved a difficult problem.

Call attention to specific examples and the impact they made. This isn't flattery; it's intentional reflection that helps employees internalize their core capabilities. When people understand and own their strengths, they're motivated to leverage them again and again.



Improving communication

50 · Speak to the staff about their weaknesses

While recognizing strengths is important, addressing areas for development shows that you care about their future journey. Don't deprive them of this privilege.

However, these conversations should be framed constructively, highlighting areas for improvement, offering resources, and encouraging small, measurable steps forward.

→ **Every worker deserves recognition.**

51 · Foster workplace friendships

Strong personal connections at work translate into deeper engagement and commitment. In the words of Hannah Lomax, Senior Workplace Advisor at Gallup, "People who can strongly agree to having a best friend at work are seven times as engaged."

She also believes that, "When you're really close with the people that you work with, it just feels different. You're excited to go to work and want to solve the problems that the organization is facing, because you care about the people."

Therefore, encouraging close friend relationships is an incredibly powerful way to increase workforce engagement. You can do this with more teamwork tasks, more social projects, and, of course, with better employee communication.



Improving communication

52 · Avoid workplace gossip

Many managers tend to turn a blind eye to employee gossip. Sometimes, they even participate in it. The result? Poor office culture and a toxic work environment. Learning how to manage workplace gossip is crucial to maintaining clear communication and a positive atmosphere at work.

A Forbes article outlined five effective tactics to curb workplace gossip:

- ★ Establish clear policies
- ★ Promote a positive work culture
- ★ Provide training
- ★ Address rumors promptly
- ★ Encourage personal accountability

53 · Encourage employees to speak up

One of the most common complaints we've heard from HR specialists is that people with incredible qualities don't usually have the courage to express them. One of the best ways to improve communication in your company is to make 'speaking up' a part of your company culture.

If your company loves "management", employees may perceive it as a controlling power structure – this stifles people. Reward them for speaking up and expressing themselves. Give them the freedom to know that even if they say something that's not right, nothing wrong will happen.

54 · Build social media channels and groups

What better way to improve communication than to improve your company's social media channels? Ideally, every team and department should have a group where people can freely share and discuss ideas. Don't take away that freedom – encourage it. Not only does this result in better communication and more friendships, but it also means information will flow faster. Win-win!



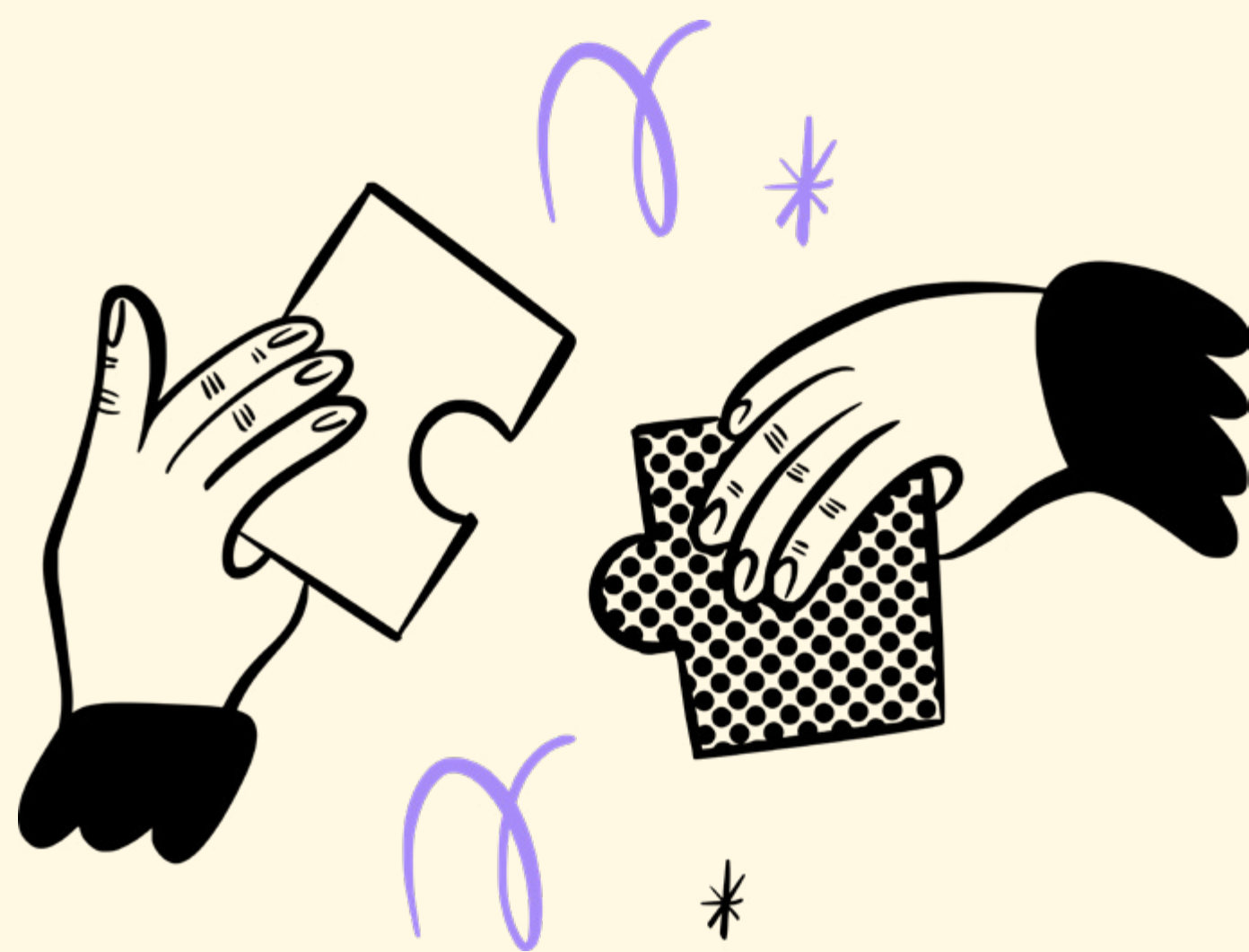
Improving communication

55 · Work on solving employee differences

Anywhere people gather, conflict is likely to occur. It's not a sign of failure. It's a normal phenomenon. As a manager, it's your duty to address any conflict that arises and stop it in its tracks by:

- ★ Listening to all involved parties impartially
- ★ Guiding them towards a win-win outcome
- ★ Stepping in only when they can't reach a resolution on their own

Resolving conflict well restores harmony, builds trust, strengthens relationships, and sets the tone for how your entire team communicates under pressure. In the long run, teams that know how to navigate differences become more resilient, collaborative, and deeply engaged.



56 · Introduce new employees to the whole team

Every new employee should get to know everyone else on the team. As part of your onboarding process, encourage your hires to familiarize themselves with everyone in their department before moving on to other departments.

This will spark a sense of belonging in them and help them achieve peak efficiency faster. It also strengthens bonds and communication within the company.

57 · Keep everyone informed of the news

There are multiple ways to keep the information flowing: employee newsletters, all-hands meetings, team huddles, social media groups, and employee engagement platforms all work well. But the most important thing is consistency. Transparent communication isn't optional – it's essential. Keeping employees informed empowers them to do their jobs well, avoid unnecessary confusion, and feel more involved in the direction of the company.

Improving communication

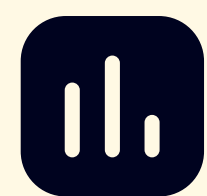
58 Give employees honest and constructive feedback on their work

Regular feedback is one of the most powerful engagement tools you have when done right. Employees crave clarity on how they're doing, where they're excelling, and how they can improve. But for feedback to drive engagement, it must be:



HONEST

Even when it's difficult, be honest. Sugarcoated feedback is forgettable and unhelpful



SPECIFIC

Tie comments directly to tasks, behaviors, or results



PERSONALIZED

Make it relevant to the person's goals and potential

Constructive feedback gives employees a roadmap for growth. Make it a regular part of your culture, not just something saved for annual reviews.



Improving communication

59 · Use an employee engagement platform

Without a doubt, the best way to improve workplace communication is to use an employee engagement platform. Such platforms foster company culture, keep employees informed, measure engagement, and align the goals and values of individuals and organizations.

This was the case of SupportNinja, a geographically dispersed company seeking a modern and engaging internal communication platform. They evaluated several options in January 2023, with Workvivo emerging as the clear winner.

The platform was ready in just 14 days, ready to onboard 300 new employees from an acquisition. There were merged intranet and social features like announcements, Spaces, multimedia content, and external guest access.

Otto Salumbre, Global Communications and Engagement Associate Director, shared:

→ **"Of all the platforms we've launched company-wide, Workvivo has had the biggest impact."**

This all-in-one solution empowered employees with seamless access to news, culture, and collaboration. It also showcased how an employee engagement platform can instantly connect people, regardless of physical location.

THE TAKEAWAY

Engaged workplaces don't happen by chance. They're built on a foundation of trust, communication, and appreciation. Your staff members need to feel seen, heard, and supported as individuals and as part of the larger team.

The best ways to show employees that they matter are to help them grow, ask for their opinions, and include them in company goals and milestones.



SECTION FIVE

Skyrocket employee engagement
by having more fun!



Have more fun

60 · Make Mondays fun

Many companies host Friday parties, but why not bring that energy to Mondays? A little Monday motivation can go a long way. You don't need to throw a party; just find small ways to shift the "I hate Mondays" mindset. Making the start of the week more enjoyable sets a positive tone and boosts motivation for the days ahead.

61 · Create an office mascot

It might sound silly, but mascots are serious engagement tools. They become icons of your culture, representing team spirit, humor, and shared identity. Whether it's a plush animal, a quirky figurine, or a character linked to your logo, mascots spark inside jokes, stories, and bonding.

62 · Create a company holiday

Company holidays are a great way to have some extra fun and emphasize your company culture's personality. You can pick any of the hundreds of holidays out there, like International Hot and Spicy Food Day or World Photo Day. You can even create your own little company holiday and put it on the calendar. The idea isn't to make it a "no-work" day. The goal is to add flair to your calendar and deepen your organization's identity.

63 · Let them let their hair down

The vast majority of employees (94%) stated in a [2023 Work in America Survey](#) that it's extremely essential for them to feel a sense of belonging in their workplace. So, once in a while, let them have the freedom of turning the office into a completely fun-related place.

64 · Organize comedy/art workshops

Workshops are where you get to learn more about your employees' personalities and hidden talents. You'll discover your quietest employee is a brilliant caricaturist, or that someone in finance writes killer poetry. Comedy sessions, painting events, or creative writing hours give your team a platform for self-expression and create new avenues for connection.

According to a [recent survey](#), 75% of professionals reported that creative workshops significantly improve team collaboration. Even better, 60% noted they acquired new job-relevant skills in the program. So, pick a day of the year when you create one of these workshops. Your employees will look forward to it like it's their high school talent show.



Have more fun

65 · Take your employees to events

Your team works hard. Rewarding them with shared experiences like a football match, theater show, cooking class, or volunteer event fosters stronger bonds. These aren't just social outings; they're culture builders. When employees interact outside the office context, hierarchies fade and relationships deepen. When people feel part of a cohesive team, they're more likely to stay and perform better in the long run.

66 · Win with game nights

If you don't have the resources to party every Friday night, schedule in-office gatherings where employees can get together and play games. So, does it work? A [2025 Steelcase article](#) highlighted how structured games (video games, board games, or team trivia) create a vibrant space and deepen thorough interaction. Therefore, try musical chairs, quizzes, and board games. They're guaranteed to take the stress off, help people spark a bond, and have a little friendly competition.



Have more fun

67 · Let there be music

A thoughtfully curated soundscape can transform your office into a more energetic, creative space. Think of this as your office's personal "Spotify Wrapped", but live. You can even have music-themed days like "Throwback Thursdays" or "Focus Fridays" with instrumental tunes only. Just keep the volume and genres workplace-appropriate. Additionally, rather than mandating playlists, give employees the freedom to choose genres or share their favorite tracks. A little rhythm can help build a lot of rapport.

68 · Realize that "all work, no play" kills engagement

If you don't make an effort to have fun, work turns into a chore, friends turn to colleagues, and mentors turn to bosses.

And that's the reason so many people are disengaged at work. So make that effort! Don't be the company that dangles the money carrot in front of people to get them to work. Be a good company that hires good people and creates good things. You can't create good things if you're not having fun.

69 · Encourage team fun outside the office

You don't need to be taking your employees out to parties every week. However, you need to emphasize the importance of having fun. You should treat everyone as part of a team that works and grows together, not as a group of employees that's there to get the job done and get paid. Encourage these out-of-office relationships and activities, and you will see a spike in productivity at work.

70 · And finally... stop taking management so seriously!

We all know how important management is. However, we cannot deny the fact that it's simply not enough. You cannot rely on it to improve employee engagement.

As we've seen, management gets people to comply. But it will only get you so far. The tool you need to drive employee engagement is self-direction. It helps employees to feel motivated and excited about what they do.

As Daniel Pink reminds us in his book, **Drive**, "autonomy is the magic wand for engagement". Neglect it, and you'll become a company with no soul and disengaged employees. Use it, and your business will be catapulted into the stratosphere.



OVERALL TAKEAWAYS

- 01 • Management is a tool that gets people to comply. Meanwhile, self-direction boosts engagement and decreases the employee turnover rate.
- 02 • Material rewards generate short-term results. Self-actualization breeds long-term commitment.
- 03 • The roots of self-direction are autonomy, fun, communication, and a workplace atmosphere of mutual growth and belonging.
- 04 • Open communication strengthens culture. Clear, two-way communication is the glue that holds engagement together.

- 05 • Fun isn't optional; it's strategic. Injecting fun into the workplace doesn't mean you're not serious. It means you understand that joy, creativity, and camaraderie are essential to long-term productivity.
- 06 • Belonging is a basic human need — meet it. Creating a culture of inclusion and appreciation fuels engagement at every level.
- 07 • Modern engagement requires modern tools. Old-school systems can't support the speed and flexibility today's teams need. Leveraging platforms that foster community, communication, and recognition is no longer a luxury; it's a necessity.



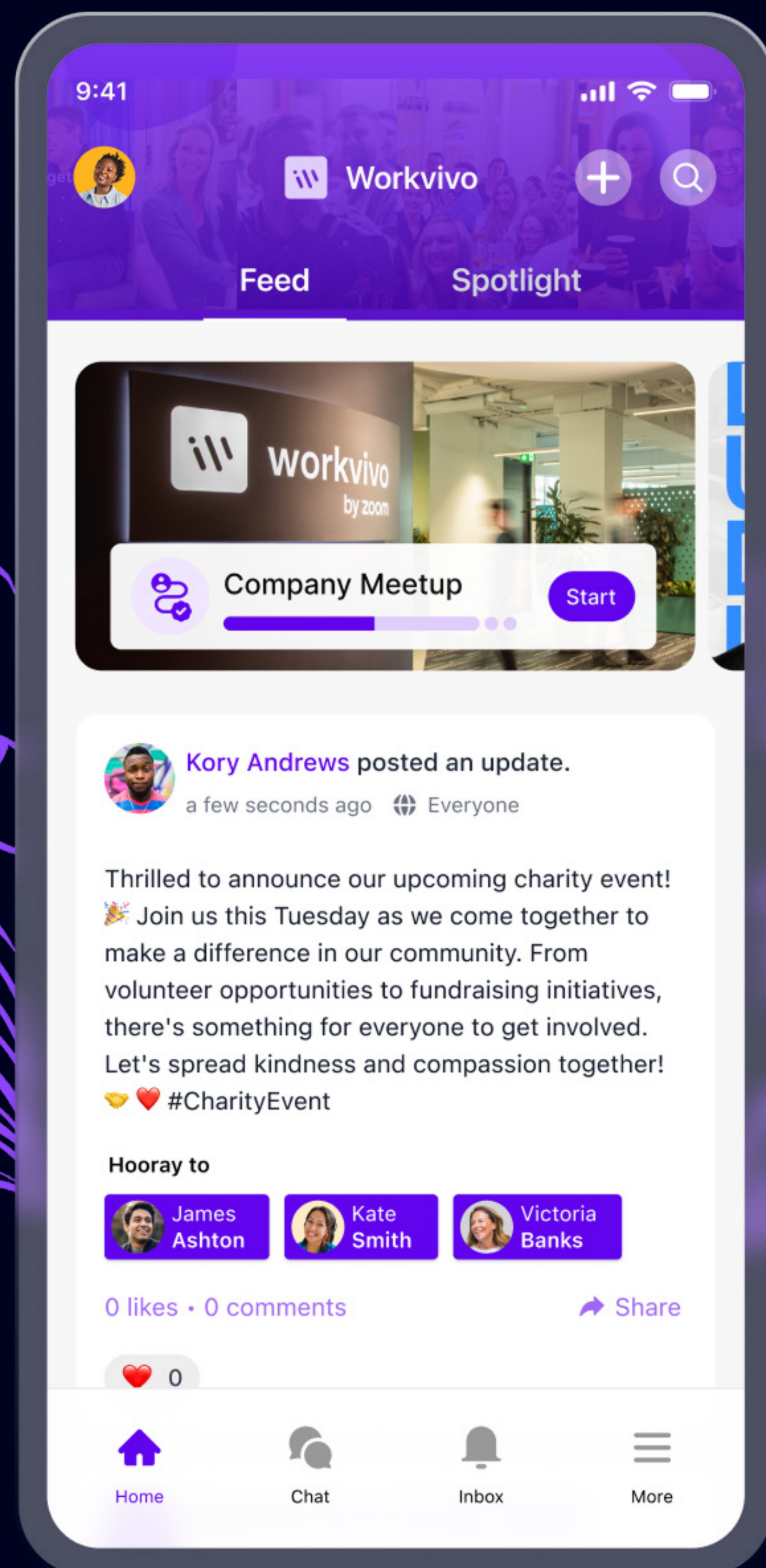
Introducing Workvivo

Workvivo is the communication platform employees love to use. We take the digital social experience people are familiar with in their personal lives and apply it to business. Employees can read and post content, like, share, and comment in exactly the same way they do outside of the working environment, but they can also recognize others through shoutouts, link posts to company goals and values, create community spaces, and publish company articles and events.

The way employees interact is changing, and companies must adapt if we're to maintain high levels of employee engagement. We founded Workvivo to connect employees in new and interesting ways. To increase engagement, to amplify culture, and to create a real sense of community.

Workvivo's mission is to elevate everyone's workplace experience by helping employees stay informed, engaged, and connected – wherever they are.

[Book a demo](#)





workvivo.com