

Identify 'Trigger Events' of Disengagement & Create Action Plan



Trigger Events

Disengagement is a cumulative build-up of events. These events may trigger disengagement at different employee life cycle stages:

**Recognize
triggers of
disengagement**

Triggers of Job

- Ideas contributed that were ignored
- Criticism in public

Triggers of Organization

- Toxic culture
- Change in leadership behaviour

Trigger Events

These events may trigger disengagement at different employee life cycle stages:

Working Environment

- Workplace safety
- Disengaged peer & supervisor

Work-life Balance

- Burnout
- Work load

Rewards & Recognition

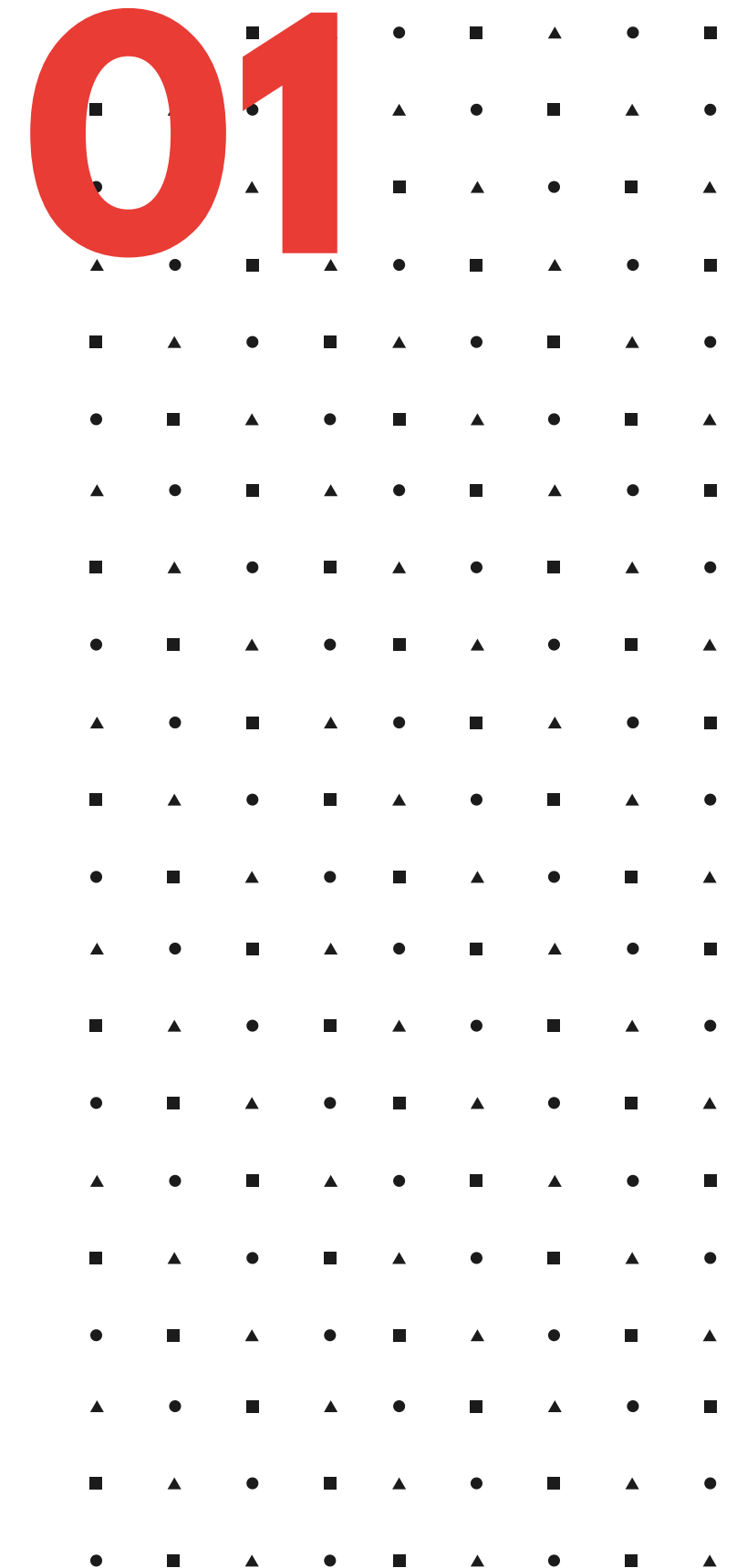
- Peers received larger raise
- Negative performance review

**Recognize
triggers of
disengagement**



Once you have identified an employee as potentially disengaged, create an action plan...

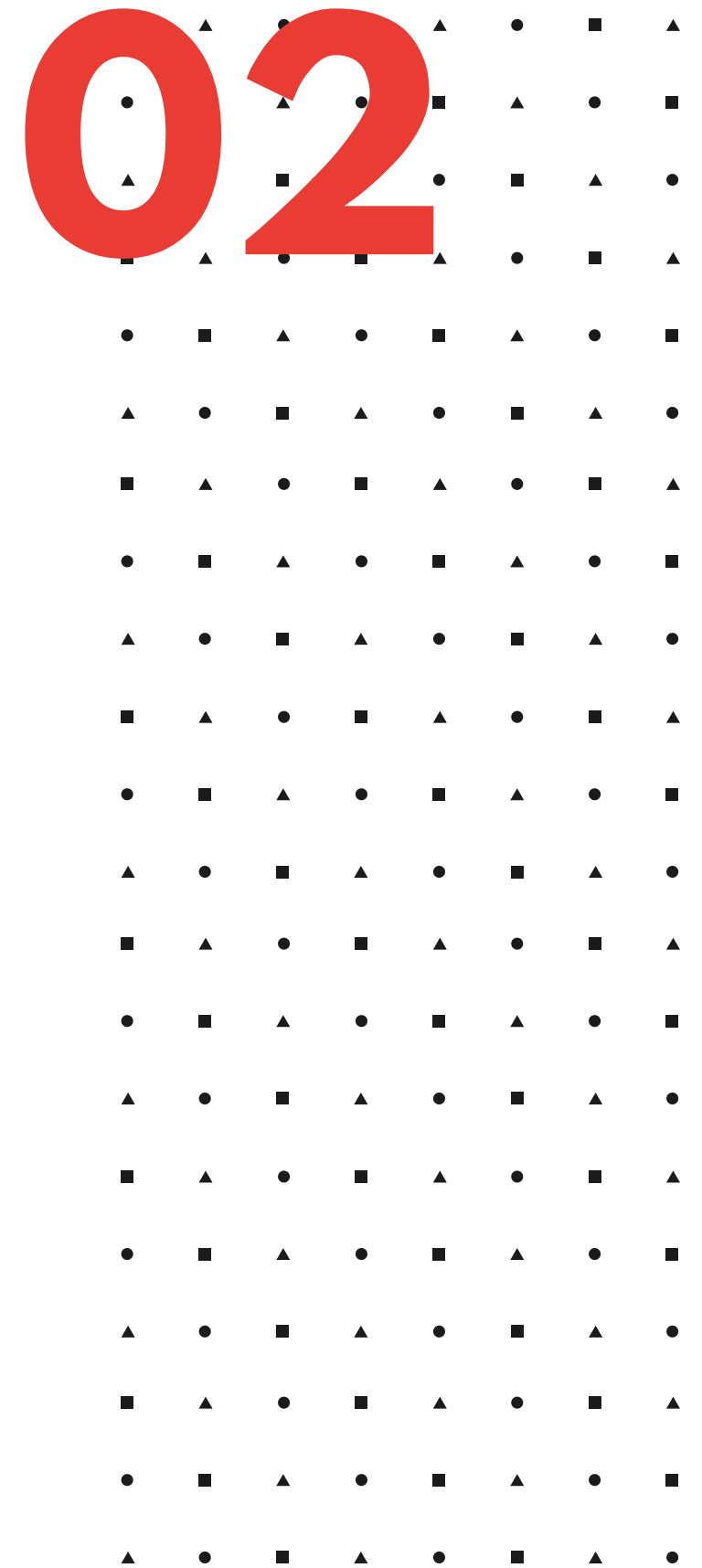
Deep dive into employees expectations and develop a strategy for continuous improvement



- **Have a conversation with employee, Identify root issues together**
- **Determine resolvability, gain agreement on next steps**
- **Conduct regular check-ins**

Concentrate on 1-3 issues that can be executed exceptionally well

- **Link action plans with business objectives**
- **Limit them to a manageable number of action priorities (1-3)**
- **Focus on action areas where those accountable can have an impact, and are clear about who will own the work**



Reinforce the employee's ownership over their own engagement

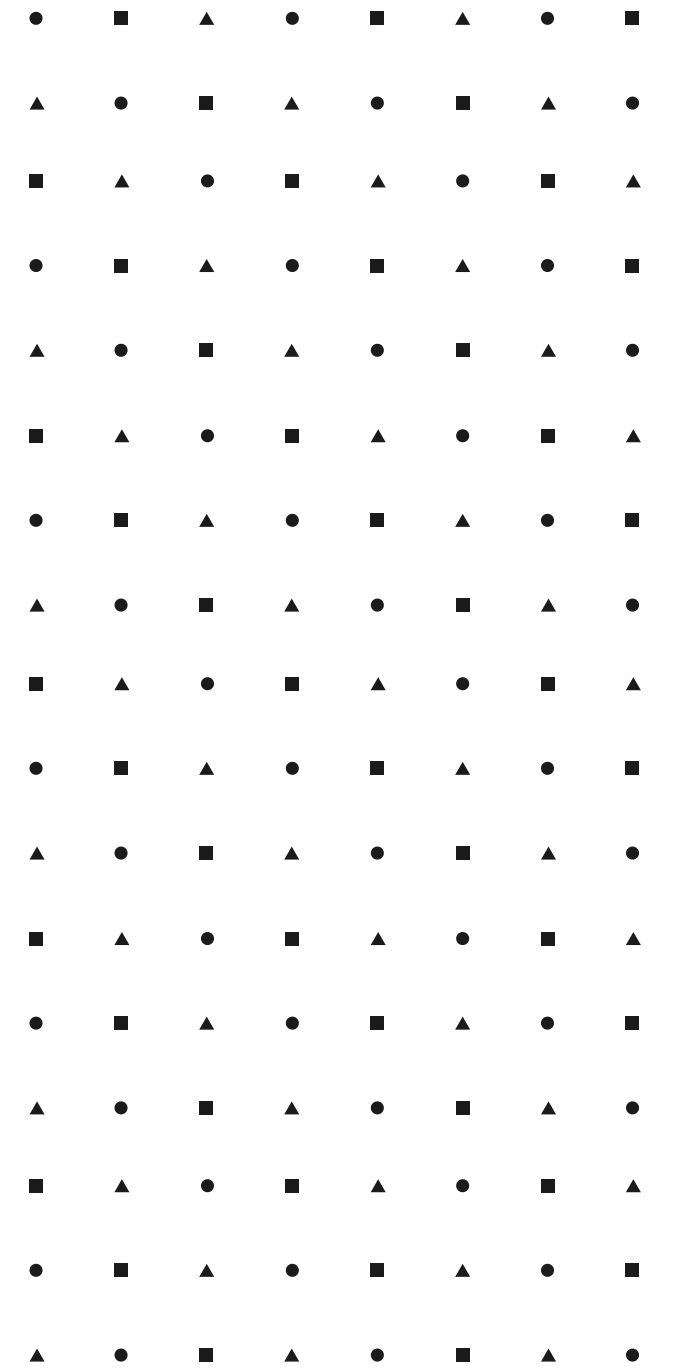
- **Instead of asking the passive question, ask an active question**

Instead of asking -" Were you happy today"?

Ask-"Did you do your best to be happy today"?

- **Have your employee champions come together as a team to reengage themselves**

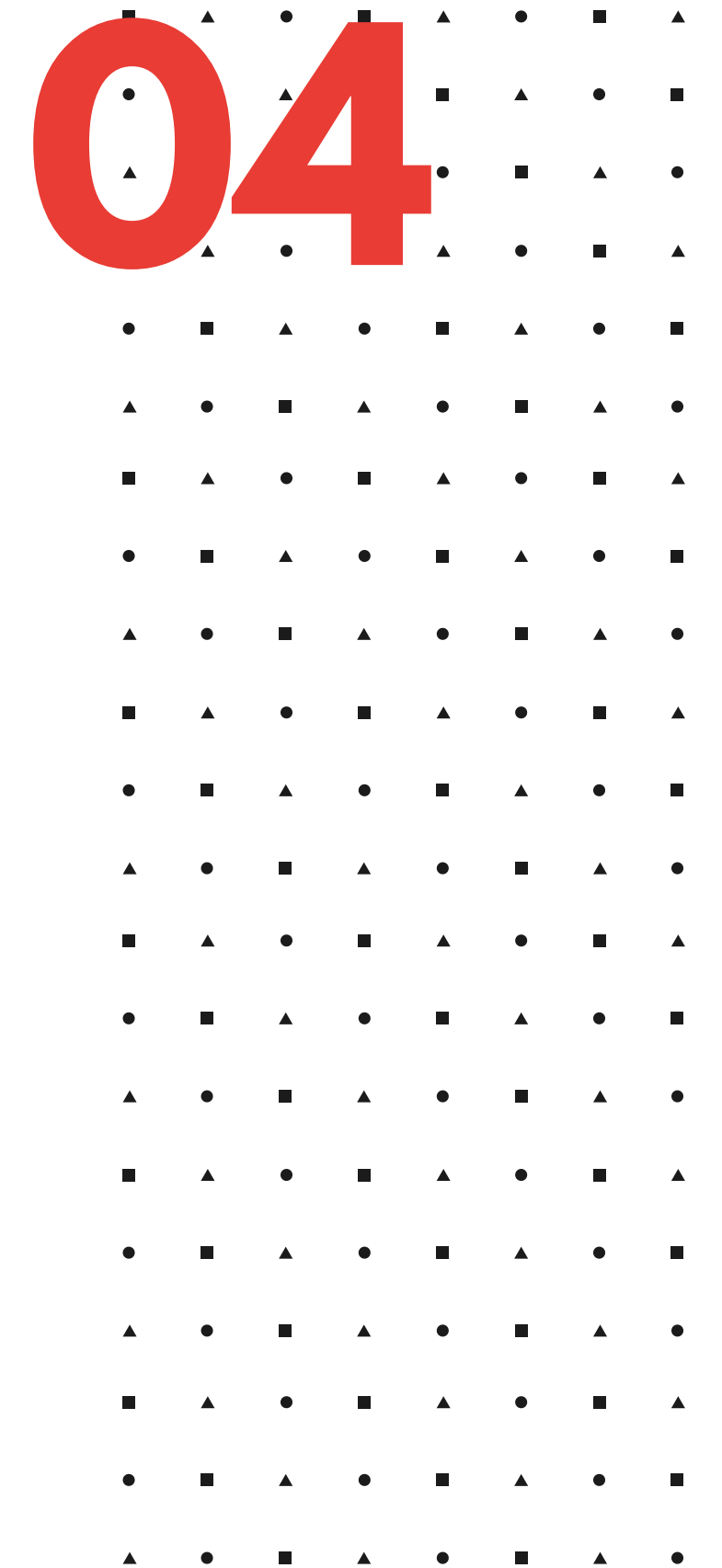
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Marshall Goldsmith

Execute your action plan

- **Utilize multiple communication methods to reinforce progress**
- **Recognize the team for accomplishing goals**
- **Ensure your team is maintaining focus on and accountability to the group's action plan**



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