

Employee Engagement TOP 10 LIST

Source Hite Resources, Inc.

Over the course of nearly 20 years, Hite Resources, Inc. has routinely conducted employee engagement surveys to discover what matters most when it comes to being highly engaged in one's work. There are typically common denominators that show up year after year, such as feeling important, valued, understood, and included.

As a result, Hite Resources, Inc. has encouraged its clients to look beyond the results as “general needs” or “one size fits all,” and instead consider how the survey results would look or be described by each of the 5 shapes of Psycho•Geometrics®.

For example, “to feel important” can be defined differently by different shapes.

Someone with primary BOX traits may say: “I like it when the information I have is acknowledged, requested and considered before making a decision. This makes me feel that what I know and do for the company is **important.**”

Someone with primary TRIANGLE traits may say: “I like it when my achievements are recognized as being among the best of the best, and then rewarded with a bonus in my next paycheck. This makes me feel important.”

Someone with primary CIRCLE traits may say: “I like it when my team remembers and celebrates my birthday, work anniversary or other special event in my life by taking me to lunch, or in the days of working at home, sending me flowers or a gift card that I can use with my family or friends. I also like it when my company recognizes my commitment to my family and friends and allows for flexibility in being with them and caring for them. This makes me feel important.”

Someone with primary SQUIGGLE traits may say, “I like it when people look beyond the norm and see the unique ideas I bring to the organization, and how I need the freedom to explore different ways of doing things. When my boss tells me to just submit my ideas with a high-level plan, instead of having to include every detail, it makes me feel important.”

When you look at what people say they want or need to be highly motivated and engaged in their work, consider their primary and secondary shapes. Then ask them to tell you what it would look like if their



need is met. Don't assume everyone feels important, valued, understood, and included in the same way. This is where Psycho-Geometrics® makes all the difference. It's a game changer!

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According to a recent poll, Hite Resources, Inc. finds that given more people are working remotely due to the new "norm" as a result of Covid-19, "a sense of belonging" is at the top of the list for the TOP 10 THINGS employees need most to be highly engaged in their work.

As you review this TOP 10 LIST, consider how "a sense of belonging," and the other 9 things, would be defined by each of the shapes. Don't assume that you know what each need represents. When you see survey results like the ones below, it's a great opportunity to ask, "tell me more." For example, #10 is support. Support can mean different things to different shapes.

1. A Sense of Belonging
2. Understanding (especially in terms of how, in many cases, workload has increased for employees working remotely, and that the need to "take time off" is still a real need, even when you are working from home. Also, the fact that for many people their challenge of work-life balance has increased with having to help children with online classes in the middle of their workday, or having to share office space with a spouse or partner; instead of a team member).
3. Valued
4. Opportunities for Team Building (many people report that working remotely has taken away their opportunities to socialize with other team members, whether at the coffee machine, over lunch or just stopping by someone's office or work space to "check in" or informally discuss a topic).
5. Meaningful work
6. Winning
7. Opportunity for growth (a clear path)
8. Included and Considered - Opportunity to provide input before action is taken or direction is given
9. Trust (belief in the leader, other team members)
10. Support

Be sure to check back periodically on <https://www.psychogeometrics.com> as this list is updated with new survey results.

