

Managing Diverse Talents and Perspectives Both in Professional and Personal Contexts

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It sounds good, but why do we care?

The Cost/Benefit of Employee Engagement

- 27% less absenteeism
- 31% more turnover for business units with surplus of disengaged employees
- 18% higher productivity, 12% higher profitability among engaged teams
- Earnings-per-share 18% higher among engaged organizations

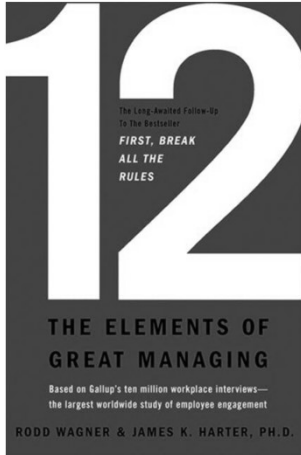
The Cost/Benefit of a Strong Family

- Families are basic foundation of human culture
- Prolonged family conflict can damage child's neurochemistry
- Ability to build a strong family as an adult is directly related to family dynamic as a child
- Strong families, on trend, tend to produce high functioning, emotionally stable children

(DeFrain et al., 2003; DeFrain, 2007; Stinnett & O'Donnell, 1996; Uiaidi, 2017; Wagner & Harter, 2006)

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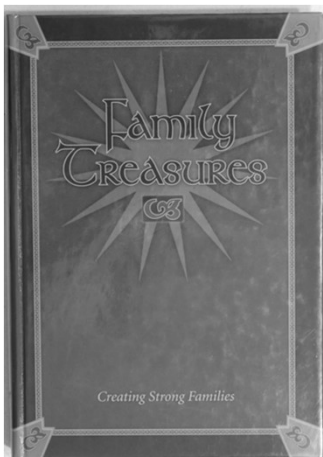
Managing Diverse Talents and Perspectives in Professional Contexts



1. I know what is expected of me at work
2. I have the materials and equipment I need to do my work right
3. At work, I have the opportunity to do what I do best every day
4. In the last seven days, I have received recognition or praise for doing good work
5. My supervisor, or someone at work, seems to care about me as a person
6. There is someone at work who encourages my development
7. At work, my opinions seem to count
8. The mission or purpose of my company makes me feel my job is important
9. My associates or fellow employees are committed to doing quality work
10. I have a best friend at work
11. In the last six months, someone at work has talked to me about my progress
12. This last year, I have had opportunities at work to learn and grow

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Managing Diverse Talents and Perspectives in Personal Contexts



- . Appreciation and affection for one another
- . Commitment
- . Positive communication
- . Enjoyable time together
- . Spiritual well-being
- . Ability to manage stress and crisis

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References

DeFrain, J. (2007). *Family treasures: Creating strong families*. iUniverse.

DeFrain, J., Jones, J. E., Skogrand, L., & Defrain, N. (2003). Surviving and transcending a traumatic childhood: An exploratory study. *Marriage & Family Review*, 35(1-2), 117-146.

Stinnett, N., & O'Donnell, N. (1996). *Good kids*. Doubleday.

Ubaidi, B. A. A. (2017). Cost of growing up in dysfunctional family. *Journal of Family Medicine and Disease Prevention*, 3(3), 1-6.

Wagner, R., & Harter, J. K. (2006). *12: The elements of great managing*. Simon and Schuster.

Assessing Workplace Engagement Strengths and Areas for Growth

(Adapted from the *American Family Strengths Inventory*, DeFrain & Stinnett, 2008)

Put an ‘S’ for **Strength** beside the workplace engagement elements you feel your operation has achieved

Put a ‘G’ beside the workplace engagement elements that are an area of potential **Growth** within your operation

Put an ‘NA’ beside the workplace engagement elements that do not apply to your operation or are not of importance to your operation

12 Elements of work life that demonstrated the strongest associations with employee performance	
<i>In our operation, our team members would say...</i>	
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	3. At work, I have the opportunity to do what I do best every day
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Our Plan

Based on our discussion of our operation's workplace engagement strengths, these are a few things we will be doing in the coming weeks and months to enhance the quality of life in our operation:

1. _____

2. _____

3. _____

How to access the Q¹² from Gallup: <https://www.gallup.com/workplace/356063/gallup-q12-employee-engagement-survey.aspx>