



DISENGAGEMENT
The Next Pandemic?



1


Purpose & Agenda

PURPOSE: Provide actionable insights that will enhance personal and team engagement

AGENDA:

- Define Disengagement (open discussion)
- Define 5 key factors for engagement & related challenges
 - Solutions for improving on each factor
 - Additional solutions from attendees
- Action Steps

*This webinar is being recorded for internal HPI Solutions use.



2

What Defines Disengagement?

- The action or process of withdrawing from involvement in a particular activity, situation or group.
- Disengagement is a process by which people gradually stop being involved in a conflict, activity or organization.
- Disengagement means disconnection, withdrawal, separation or detachment.




3

But WHY?

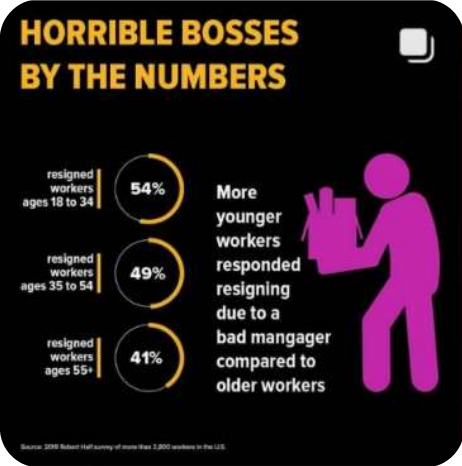
WHY is a multifaceted question. Although it varies by person, some common reasons are:

- Struggling with life balance issues
- Not feeling valued
- Feeling disconnected
- Working from home
- Reboarding in the workplace
- Lack of feeling in on things (lack of feeling included?)
- Lack of connection to the vision and mission of the organization
- Lack of support by immediate manager

4

From 


HORRIBLE BOSSES BY THE NUMBERS



Age Group	Resignation Rate
ages 18 to 34	54%
ages 35 to 54	49%
ages 55+	41%

More younger workers responded resigning due to a bad manager compared to older workers



Source: 2018 Robert Half survey of more than 2,000 workers in the US.



5

Engagement Challenges


- According to July 2020 Gallup poll and Forbes article:
 - Only 40% of employees are fully engaged
- Cost of disengaged employee = 1/3 of salary (Forbes)
- Disengaged employees infect others in the organization
- What else?




6

5 Key Engagement Factors

- 🔑 Purpose
- 🔑 Contribution
- 🔑 Team
- 🔑 Energy
- 🔑 Compensation

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7


 Purpose


WHY DO WE EXIST? WHO ARE WE?

- Mission
- Vision
- Values
- Culture
- Passion

Challenges:

- Weak company Vision, Mission, Values
- Unclear personal Passion



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8

Purpose: Solutions

- ✓ Rely on your Mission, Vision, Values & Culture as North Stars.
- ✓ Review Company Mission & Vision.
 - Covid may create long-term opportunities and challenges.
- ✓ Revisit your personal passions/motivations.



9



Contribution

WHAT DIFFERENCE DO I MAKE?

- Right seat on the bus
 - Education
 - Skills
 - Experience
 - Behaviors
 - Competencies
- Baseline: Ability and opportunity to grow into role
- Challenges: Insufficient understanding of what the role requires and the individual's fit for it.



10

Contribution: Solutions

- ✓ Assess employee or personal “soft skills” before hiring or moving into new roles.
- ✓ Provide mentoring and coaching
- ✓ Job benchmarking defines the needs of the job
- ✓ Job matching determines:
 - Who best fits the job when hiring
 - Which skills to develop for the future



11



Team

DO I ENJOY WORKING WITH MY TEAM?

- Organizational Culture
- Executive Leadership
- Team Norms
- Direct Manager
- Bond with Teammates
- Baseline: “The No Asshole Rule”
(Book by Stanford Professor Robert Sutton)
- Challenges: Remote work & distancing create additional communication barriers, Reboarding may create similar problems, depending on the structure



12

Team: Solutions

- ✓ People first! Demonstrate empathy, care for others.
- ✓ Understand & accommodate.
- ✓ Communicate, Communicate, Communicate!
- ✓ Create time for team social interactions i.e., at beginning of group calls.
- ✓ Team alignment workshops that help team members understand each other.



13



Personal Energy

DO I HAVE THE ENERGY TO PERFORM?

- Stress management
- Family responsibilities
- Self-care: Sleep, Nutrition, Exercise
- Time off/ Vacations
- Baseline: Personal energy matches job needs
- Challenges:
 - Additional responsibilities at home
 - Distancing and worries sap energy



14

Personal Energy: Solutions

- ✓ Practice self-care
- ✓ Proactively seek ways to connect with others at work or in personal life
- ✓ Set personal projects or goals that give you energy
- ✓ Help others



15



Compensation

HOW AM I REWARDED FOR MY EFFORTS?

- Salary
 - Benefits
 - Title
 - Flexibility
 - Work/Home life alignment
- Baseline: Sufficient to meet core needs
 - Challenge: Limited financial resources and managing a flexible workplace



16

Compensation: Solutions

- ✓ Understand personal needs
 - Change role for high-risk people
 - Protective equipment/ policies
 - Funds for home computer monitor, chair
 - Extra pay for increased risk
 - Pay Equity
- ✓ Provide flexibility – work/life is different now



17

5 Employee Engagement Factors

- ✎ Purpose
- ✎ Contribution
- ✎ Team
- ✎ Energy
- ✎ Compensation

Which factor has had the greatest impact on your own engagement, recently?




18

Assess your Own Engagement

On a Scale of 1 to 3
3 = Energizing; 2 = Neutral; 1 = Disengaging

Purpose _____
Contribution _____
Team _____
Energy _____
Compensation _____


Request a complimentary 5 Factors Self-Coaching Guide:
info@hpsolutions.com




19

Think About

- How can you increase your own engagement?
- How can you help other team members?
- What support can you get from your organization?
- Times of great change and challenge provide opportunities to stand out!



Request a personal Stress Quotient Report that can reveal areas of possible disengagement.
Email: info@hpsolutions.com



20

Upcoming Learning Opportunities

- The Impact of Emotional Intelligence – Starts 3/4/21
- Human Resources Series
 - Keeping it Legal and Real: Your Role in a Compliant Workplace – 4/15/21
 - Finding & Hiring New Employees: Legally and Effectively – 4/29/21
 - Creating and Administering a Pay System, Legally and Equitably – 5/13/21
- Virtual Management Development Program – Starts 4/14/21

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21



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22

22