

Gallup's 4 Stages of Employee Engagement

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Role 角色	<p>I know what is expected of me at work. 我知道该工作对我的期待是什么</p> <p>I have the materials and equipment I need to do my work right. 我拥有完成工作所需的材料和设备</p>
Contribution 贡献	<p>At work, I have the opportunity to do what I do best every day. 在工作中，每天我都有机会去争取做到最好</p> <p>In the last 7 days, I have received recognition or praise for doing good work. 在过去的七天里，对于我表现出色的地方我收到过表扬。</p> <p>My supervisor, or someone at work, seems to care about me as a person. 我的上级，或者工作中的某个人，把我做为一个独立的人在看待。</p>
Belonging 归属	<p>At work, my opinions seem to count. 工作中，我的意见很受重视。</p> <p>The mission or purpose of my company makes me feel my job is important. 我公司的使命和目标让我觉得我的工作非常重要。</p> <p>My associates or fellow employees are committed to doing quality work. 我的同事或同伴都为高质量的工作而投入。</p> <p>I have a best friend at work. 在工作中我有好朋友。</p>
Development 发展	<p>There is someone at work who encourages my development. 在工作中有人鼓励我不断发展。</p> <p>In the last 6 months, someone has talked to me about my progress. 在过去的六个月里，有人跟我谈过我的进步。</p> <p>This last year, I have had opportunities at work to learn and grow. 在过去的一年里，我有机会在工作中学习和成长。</p>

5 Best Practices for Increasing Employee Engagement 提升员工投入度的 5 个最好的实践经验

1. Provide focus and direction
提供聚焦点和方向。
2. Ensure your employees have what they need to do their job
确保你的员工得到开展工作所需的资源
3. Focus on strengths
专注在优势上
4. Consistently recognize achievements
持续的认可所取得的成就
5. Encourages ideas and opinions
鼓励想法和意见