

The 5 Drivers of the Engagement Experience

M Meaning

Appreciate how the organization live its "story"/organizational narrative and its values, whether the stories and the values are perceived as clear and authentic

A Autonomy

Understand our parameters, be empowered and have freedom to do their jobs in the way they feel is most effective (and most enjoyable); is influenced by perception of: **spatial autonomy** (where I work), **temporal autonomy** (when I need to deliver), **task autonomy** (how I deliver)

G Growth

Regularly feel challenged and stretched by mastering new skills and pushing to be better—both professionally and personally; balance between boredom and burnout (too much stretch => burnout)

I Impact

Belief that work is contributing to our own goals, the success of our team, **recognition** of one's efforts, feeling **listened to/** feedback taken into account

C Connection

Feeling connected to **role, team, top management**; open, two-way communication, feeling **trust and trusted**, feeling you belong



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