

# 9 TIPS

ON HOW TO **IMPROVE** YOUR **EMPLOYEE**  
**ENGAGEMENT** FOR (FAST) GROWING COMPANIES

**workwize**

The easiest way to equip remote employees.

Employee engagement is one of the most important indicators in gauging work satisfaction. Employees today want to be involved in their work, enthusiastic about the organization they work for, have a sense of belonging, and be afforded flexibility around schedules and location.

Belonging is at the top of the most recent Global Human Capital Trends survey with [79% of survey respondents](#) saying that fostering a sense of belonging in the workforce was important to their organization's success in the next 12–18 months.

However, engaging employees is no small feat. It's a big subject matter with lots of moving parts - so it's no surprise that there's a mountain of online resources about it. That's why we've done the heavy-lifting for you and have scoured all the reputable sources out there to bring you **"the top 9 highlights on how you can improve your employee engagement"**.

## Create **sustainable** working models

Just because something has always worked, doesn't mean it will last. Always reflect on your working models and seek areas for improvement, such that they continue to provide a healthy work environment in the long term

- Check in on employee well-being ([15 questions you need to ask to assess employee well-being and happiness](#))
- Implement practices for feedback loops ([How feedback loops increase employee retention ; Feedback flow and cycle](#))
- Allow for work flexibility ([Boost flexibility in the workplace with these 4 tips ; Why Companies that aren't embracing remote work are at risk of falling behind...](#))
- Seamless onboarding process ([How the 4 C's of onboarding look in the new hybrid era – and why Connection should be at the core ; The tool to perfect the onboarding experience](#))

## 2 Set clear expectations

Make sure there is alignment and clarity in team's performance expectations.

- Set SMART goals ([SMART goals](#))
- Revise and check in on goals from time to time ([Successfully setting and tracking goals](#))

## 3 Employee rewarding

It's important to show to employees that their work is valued and appreciated, to keep them motivated.

- recognition of efforts ([5 Best Practices for Employee Recognition Programs](#))
- use recognition platforms for facilitation ([10 Best Employee Recognition Platforms To Celebrate Top Talent In 2022](#))

## 4 Involve employees in the goals of the company

Let your employees know that their work matters. Everyone loves to see how they have contributed to the whole. This is how you engage people most effectively.

- Be the leader they can trust ([How to lead in a hybrid environment](#))
- Share progress towards goals with employees
- Show how their work contributes to the bigger picture

Read more here: [Linking employee and business goals](#)

## Give them **room to grow**

The War for Talent has created a hyper competitive job market and shifted the power away from the employer towards the employee. Retaining current employees is, therefore, crucial. This means explicitly showcasing personal development and growth opportunities for employees.

- provide promotion opportunities ([The Advantages of Promotion From Within](#))
- offer training/development programs ([The Importance Of Training Your Employees: 25 Reasons](#))
- create personal development plans ([How to Identify Key Training and Development Needs for Your Employees](#))

## Keep **communication open**

Open communication will encourage the team to work together and initiate discussions on joint growth and continuous improvement.

- Check in on your employees so they feel comfortable enough to share their concerns or challenges with you ([10 Ways To Make Your Employees Comfortable With Bringing Up Their Concerns](#))
- Normalize and initiate feedback discussions ([The psychology behind creating a feedback culture](#))

## Find a **personal approach**

Be aware and inclusive of the difference in each employee's working style and pace, and find the right approach to them, with them:

- Personalize learning methods ([How do I take into account all individual learning needs?](#))
- Consider personal work circumstances ([How do I stimulate personal development for my remote workforce?](#))



## Promote **inclusivity**

Make your company a place that employees would love coming back to. We all love to feel safe, secure and happy around the people we spend 8 hours of our day with.

- work on establishing trust within and between teams ([Top 10 Effective Ways to Build Trust Within Your Team](#))
- promote inclusion and acceptance ([Diversity Management in the Workplace \(D&I\); 3 Ways Companies are Prioritizing Diversity & Inclusion in 2022...](#))
- initiate team building activities ([22 Team-Building Activities Your Coworkers Won't Hate](#))

## **Provide employees with right tools and tech**

Make sure your employees' (remote) workplace is fully set up to deliver work upon your joint expectations. This has obvious benefits for the company in terms of productivity, but has even greater effects on employee engagement. As employees can tangibly see that their employer is investing in them - wherever that may be - and setting them up for success.

- pay attention to their needs ([Why It's Important To Equip Your Employees With The Right Tools](#))
- provide them with a tool to specify their home equipment needs. This level of personalization and freedom for employees to decide, themselves, what they need showcases their employer genuinely trusts and cares about them ([Provide and maintain any kind of remote equipment for your workforce, no matter where they are](#))
- make the process hassle-free ([A remote equipment tool that will save you hours](#))



## Boost your employee engagement with Workwize!

Workwize makes the facilitation of equipment for remote employees as easy as possible for companies such as HelloFresh, WeTransfer, Lightyear, FrieslandCampina, Mollie, and more. Our intuitive technology takes care of the entire equipment lifecycle: from order requests, the sourcing and delivery of equipment, centralized tracking of inventory and invoicing, and even the pick up and re-integration of offboarded equipment. By automating manual processes and centralizing an accurate equipment record, Workwize helps HR, IT and facility managers stay agile and productive. Better yet, it makes their employees feel more valued in the process. Because, at the end of the day, happy employees are an employer's best asset.

Interested to know what we can do for your company? [Schedule a free demo](#) and discover the endless possibilities with Workwize.

Alternatively, [download our white paper](#) to discover how we facilitate hybrid working.