

## Taking Control of Your Engagement

### A PERSONAL QUEST

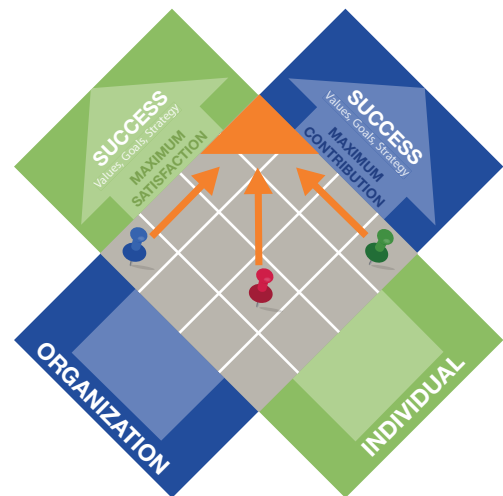
Ask a dozen people why they do the work they do and you will get a dozen different answers. Yes, most people will say they work for the paycheck. Dig a little deeper, however, and you'll find other, more personal reasons for getting up in the morning and going to a job.

Engagement is a personal equation shaped by an individual's unique values, interests, talents and aspirations. Full engagement depends on individuals having a thriving personal connection with their work and a belief that they have a promising future in their organization. Unfortunately, information about engagement tends to stay at the most senior levels in the organization and rarely trickles down to employees. Our goal is to help your organization embed engagement and equip all individuals with the tools they need to understand and take action on their own engagement

Although leaders and organizational practices can significantly influence employee engagement levels, every person, ultimately, has responsibility for his or her own engagement. Employees must be clear on what matters to them before they can take control of their job satisfaction and career success. They also need to take initiative in building and applying their unique knowledge and skills to contribute fully toward the organization's goals.

### A WINNING FORMULA

*Taking Control of Your Engagement* is a blended learning experience that equips individuals to assess, increase and sustain their engagement – maximizing both contribution and satisfaction – so that their organization can build a vibrant workforce and reach its business goals.



Click [HERE](#) to view a video that explains the X model of Engagement.

The core of the learning experience is an interactive workshop or web class. To make the most of face-to-face time, individuals complete online reflection and assessment activities as prework. During the facilitated session, they use those insights to shape their learning and create a personal engagement strategy. Afterwards they take action on their own, and if appropriate, enlist the support of their manager or colleagues.

### ONLINE PREWORK AND RESOURCES

- Online prework is available to prepare employees for this training experience.
- Online resources contain videos and discussion guides.

### CONTENT

- What Is Engagement & Why Is It Important?
- Your Starting Point. Where Are You?
- Taking Control of Your Satisfaction
- Taking Control of Your Contribution
- Your Strategy

### OUTCOMES

Individuals will:

- Understand what engagement is – and isn't
- Assess their own engagement level
- Clarify the personal values and job conditions that influence their satisfaction at work
- Consider how their interests and talents align with the goals of the organization
- Identify actions they can take to increase their satisfaction and contribution – to become more engaged

### DURATION

20-30 minutes of prework plus a half-day ILT or 2-hour VILT experience

### TARGET AUDIENCE

Individual contributors (keeping in mind that managers and executives need to manage their engagement, too)

### CLASS SIZE

VILT: up to 20  
ILT: up to 25

### AVAILABLE LANGUAGE

English

For maximum reach, we also can provide a self-paced personal planner to ensure that all employees have the opportunity to manage their own engagement. This option is especially beneficial when there are barriers to travel or timing.

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