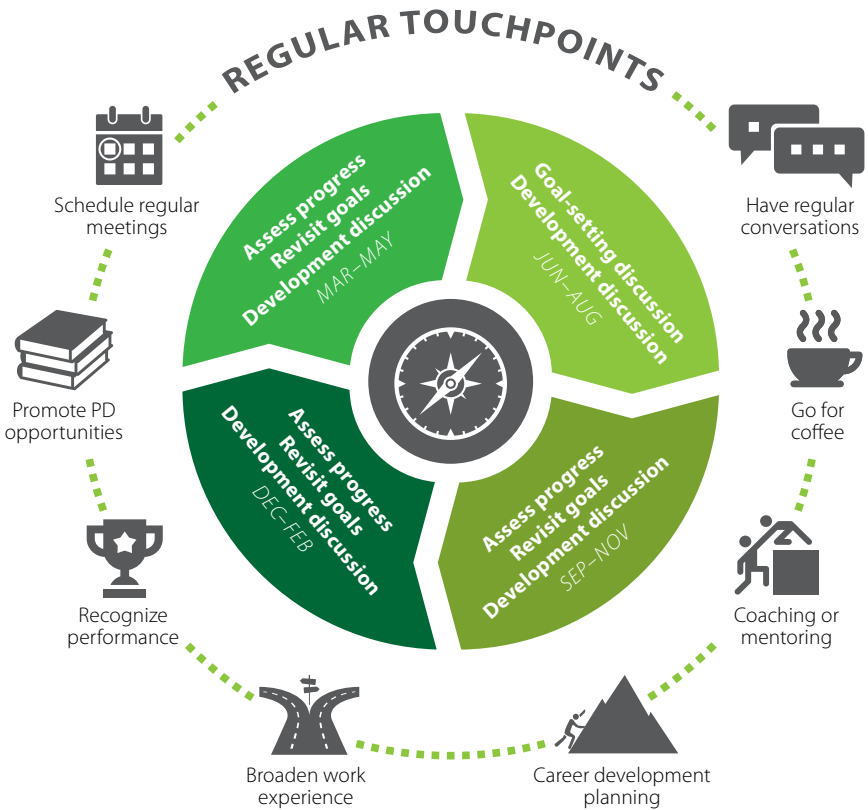


# CAREER ENGAGEMENT



The **Career Engagement** model serves as a framework to have both informal and formal discussions to engage employees in the work they do.



Research shows that informal touchpoint discussions should occur once every two weeks in correlation to driving performance outcomes.

DYNAMIC PERFORMANCE MANAGEMENT; MINDGYM

## THE JOURNEY

Leading Practice Research  
and Model Creation

HR SBA and Unit/College  
Advocate Engagement

## DID YOU KNOW?

Our Employee Engagement Survey told us we have room to improve on ensuring our employees:

- receive clear and regular feedback on how well they do their work
- understand how work fits into the university's strategic priorities and goals
- are asked for their ideas and opinions

## WE BELIEVE WE CAN DO BETTER!

This model encourages frequent engagement between people leaders and employees through informal and formal joint dialogue that:

- sets reasonable goals and clarifies expectations
- identifies development opportunities
- regularly reviews progress and realigns goals as necessary
- recognizes and appreciates successes
- identifies challenges and opportunities in meeting goals (the 'what') and competencies (the 'how')
- provides opportunities for timely coaching and mentoring
- facilitates a growth mindset
- commits to employee success

What is one thing I can do to better support you?

Great job explaining X at that meeting today. I noticed the audience was engaged in the discussion and asking questions.

What ideas do you have for improvement?

Unit/College  
Implementation Planning

Unit/College People  
Leaders and Employees  
Explore New Tools