



Employee Engagement and Motivation Class Document Links

In this class we will use your smartphones. In order to get started, you will need to join the interactive experience. To do this, open the camera app on your cellphone and hover it over the QR code directly below. It should recognize the QR and pop up a prompt on your screen asking you if you want to proceed to the page. Click it. This should take you to the polling application. Please provide your name (not required) when requested and answer the question provided.



Join the Interactive Experience

Class Documents:

Document Thumbnail:	Title/Link Text	QR Code
	Class Slide Deck Link: https://www.covenanthealth.com/wp-content/uploads/2023/09/Engagement-and-Motivation-V3-Student-Web.pdf	



Employee Engagement and Motivation
Core Purpose Development Worksheet

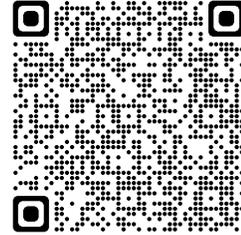
What is our department's purpose? Please answer the following questions to help determine our department's core purpose and guiding principles.

Questions	Your answer
What do we serve?	
What service(s) do we provide?	
Why do we provide it?	
Why do we matter?	
What if our core mission fails to happen if we do not show up tomorrow?	
If we survive, describe the vision.	
What is the company's purpose?	
What is our purpose?	



Core Purpose Development Worksheet

Link:
<https://www.covenanthealth.com/wp-content/uploads/2023/09/CorePurposeDevelopmentWorksheet.pdf>



Employee Engagement and Motivation
Employee Information Worksheet

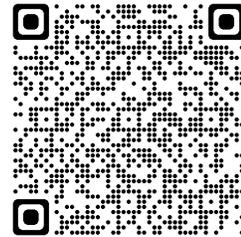
We want to know more about you!

Questions	Your answer
Your Name	
Your Birthdate	
Your start date at Covenant	
Something interesting that most people do not know about you	
Your hobbies are	
What do you spend your free time doing	
Your favorite sports team	
Your favorite food	



Employee Information Worksheet

Link:
<https://www.covenanthealth.com/wp-content/uploads/2023/09/Employee-Information-Worksheet.pdf>



Employee Engagement and Motivation
Individual Employee Engagement Assessment

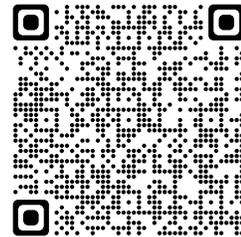
Employee Name: _____

Questions	Yes	No
Does the employee actively seek out new challenges and opportunities to learn and grow?		
<p>If the answer is no, here are a few things you can do:</p> <ul style="list-style-type: none"> Reason identification: Identify the reasons why the employee may not be seeking out opportunities to grow. The cause may be a lack of confidence, fear of failure, or feeling overwhelmed with their current workload. Offer them the opportunity to take on a small, low-risk project to build confidence. Set goals: Set clear, achievable goals for the employee to work on. Be flexible and open to alternative forms of learning and development. This could include offering on-the-job training, coaching, mentoring, job rotation, stretch assignments, or online learning opportunities. Consider the employee's personal life. The employee's personal life may be contributing to their lack of involvement and engagement. Have a conversation with them to see if there is anything you can do to help. 		
Does the employee consistently give additional discretionary effort on the job?		
<p>If the answer is no, here are a few things you can do:</p> <ul style="list-style-type: none"> Provide autonomy: Give employees the freedom to make decisions and take ownership of their work. This can help them feel more committed to their role and their ability to go above and beyond. Show appreciation: Recognize and reward employees for their hard work and contributions. This could be through verbal recognition, private recognition, or other forms of appreciation. 		

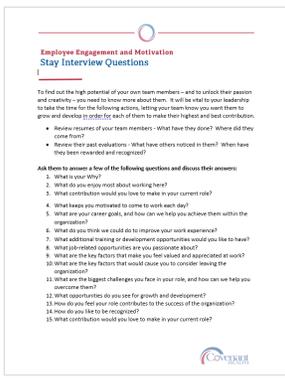
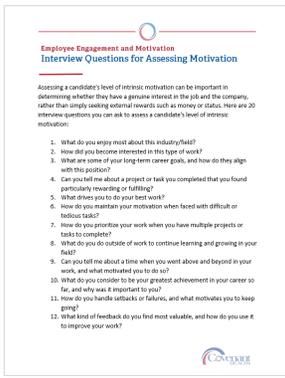
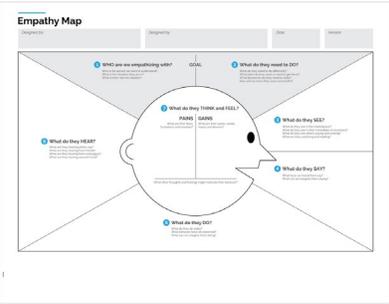


Individual Employee Engagement Assessment

Link:
<https://www.covenanthealth.com/wp-content/uploads/2023/09/Individual-Employee-Engagement-Assessment.pdf>





	<h3>Stay Interview Questions</h3> <p>Link: https://www.covenanthealth.com/wp-content/uploads/2023/09/Stay-Interview-Questions.pdf</p>	
	<h3>Questions to Assess Motivation</h3> <p>Link: https://www.covenanthealth.com/wp-content/uploads/2023/09/Interview-Questions-to-Assess-Motivation.pdf</p>	
	<h3>Other Behavioral Interviewing Questions</h3> <p>Link: https://www.covenanthealth.com/wp-content/uploads/2023/09/Behavioral-Interviewing-Questions.pdf</p>	
	<h3>Empathy Map</h3> <p>Link: https://www.covenanthealth.com/wp-content/uploads/2023/08/Empathy-Map-Worksheet.pdf</p>	

Setting Your Screen to Rotate

Turning this on will make it easier to view the class materials on your phone

or tablet.





Turn on Auto rotate on iPhone

1. Swipe down from the top-right corner of your screen to open **Control Center**.
2. Tap the Portrait Orientation Lock button  to make sure that it's off.
3. Turn your iPhone sideways.

Turn on Auto rotate on Android

1. Open your device's Settings app .
2. Select **Accessibility**.
3. Select **Auto-rotate screen**.

Connect to Wifi

Network: cpguest-ac

Username: covguest

Password: C0v3n@nt! *Please note: the second character in the password is a zero. This password is case sensitive.*

Empathy Map

Designed for:

Designed by:

Date:

Version:

1 WHO are we empathizing with?
Who is the person we want to understand?
What is the situation they are in?
What is their role in the situation?

2 What do they need to DO?
What do they need to do differently?
What jobs do they want or need to get done?
What decisions do they need to make?
How will we know they were successful?

3 What do they SEE?
What do they see in the marketplace?
What do they see in their immediate environment?
What do they see others saying and doing?
What are they watching and reading?

4 What do they SAY?
What have we heard them say?
What can we imagine them saying?

5 What do they DO?
What do they do today?
What behaviors have you observed?
What can we imagine them doing?

6 What do they HEAR?
What are they hearing others say?
What are they hearing from friends?
What are they hearing from colleagues?
What are they hearing second-hand?

7 What do they THINK and FEEL?
PAINS
What are their fears, frustrations and anxieties?
GAINS
What are their wants, needs, hopes and dreams?

What other thoughts and feelings might motivate their behavior?



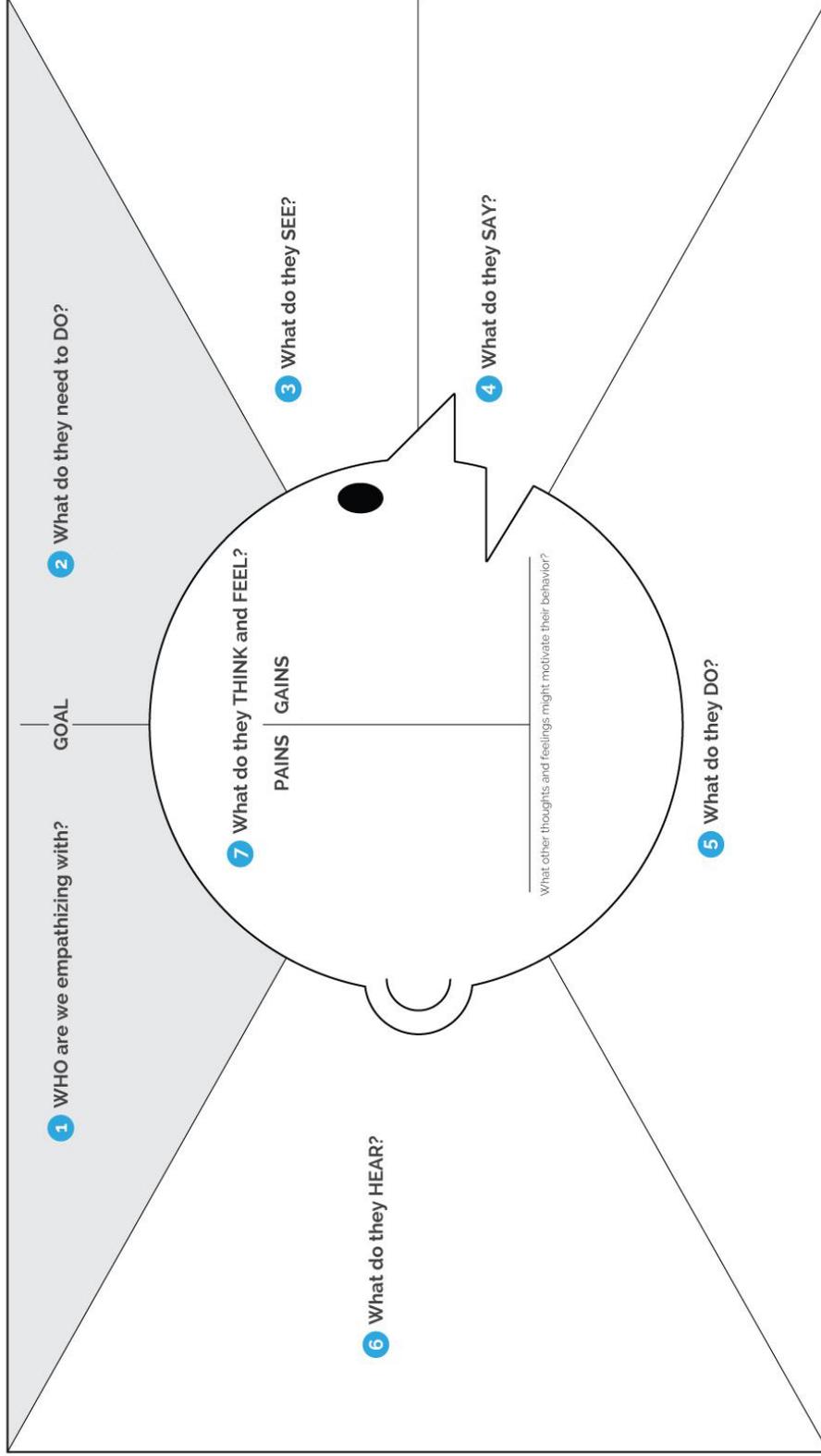
Empathy Map

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Keep Learning After Class!

Join the Employee Engagement and Motivation text drip. Text “**engagement**” to **844-905-2792** or simply scan the QR code below. This is not required, but it is **highly recommended**. You can always opt out later if you decide you do not want to continue to receive the messages.

Text Frequency

You will receive four texts the first month after opting in. During the following four months, you will only receive two texts each month. Again, you can opt out at any time by replying **stop** to the last message received.



What the Message Looks Like.

Covenant LLD - Gallop has refined employee engagement down into 12 elements. How many of them apply to your employees? slkt.io/Xi19

Reply STOP to cancel.