# **A picture containing text, black Description automatically generated**Nine Months: Promoting to Engagement and Retention

We’ve trained them, encouraged good behavior and attitudes, and coached the   
new hires on their job duties. **Now, how can you keep your stellar employees?**

**Are your employees engaged? *Are you sure?***

**Employee engagement matters! Why?**

* Engaged employees are ***66% more likely*** to always try their hardest at work.
* Engaged employees are ***83% likely or very likely*** to stay late at work if something needs to be done after the normal workday ends.
* Engaged employees are ***74% more likely*** to do something that is good for your company even if it is not expected of them.
* Engaged employees are also ***50% more likely*** to make recommendations for improvements.

Source: https://www.ellucian.com/White-Papers/Cornerstone-Empowering-Employees/

**How would they answer these questions?**

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment you need   
   to do your job?
3. At work, do you have the opportunity to do what you   
   do best every day?
4. In the last seven days, have you received recognition   
   or praise for doing a good job?
5. Does your supervisor, or someone else at work, seem   
   to care about you as a person?
6. Is there someone at work that encourages your development?
7. Does the mission of your unit (department or college) make you feel like your job is important?
8. Are your fellow employees committed to doing   
   quality work?
9. Do you have a best friend at work?
10. Has someone at work talked to you about your progress?
11. Have you had opportunities to learn and grow?
12. Do your opinions seem to count?

**Ask your employees:   
What do we need to do to keep you engaged, challenged,   
and a happy member of our team?**