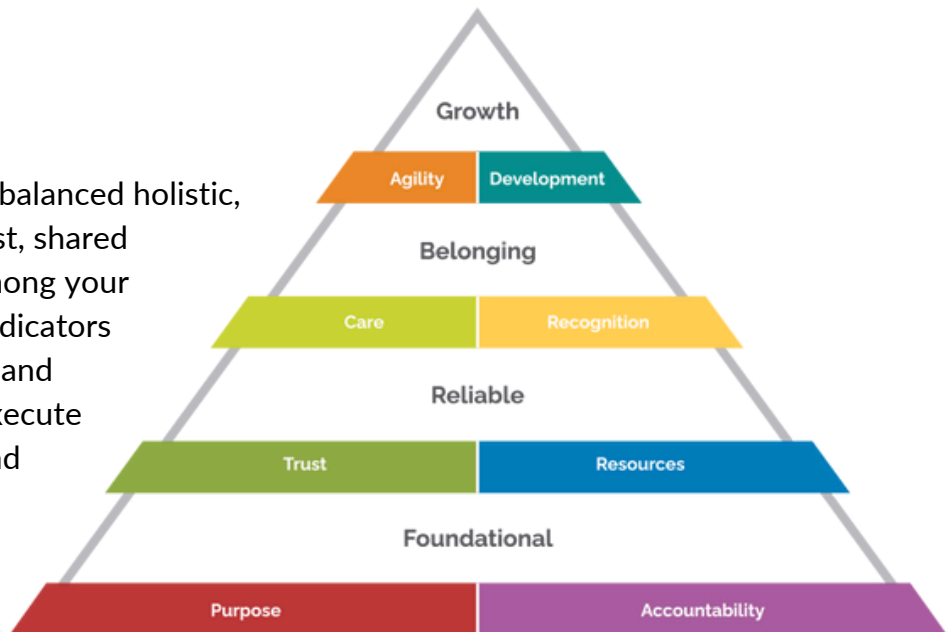


8 FACTORS OF ENGAGEMENT PROFILE

The first of its kind, this individual profile allows employees to grab the helm of their own engagement.

Putting **Employee** back in Employee Engagement

The **8 Factors of Engagement** model is a balanced holistic, science-based model that promotes trust, shared purpose, and improved performance among your workforce. Designed using all leading indicators of engagement, the model is actionable and enables organizations to immediately execute on strategy, leadership development, and culture-building. Employees will receive their individual profile with actionable insights to empower them to take engagement into their own hands.



Engagement Pyramid

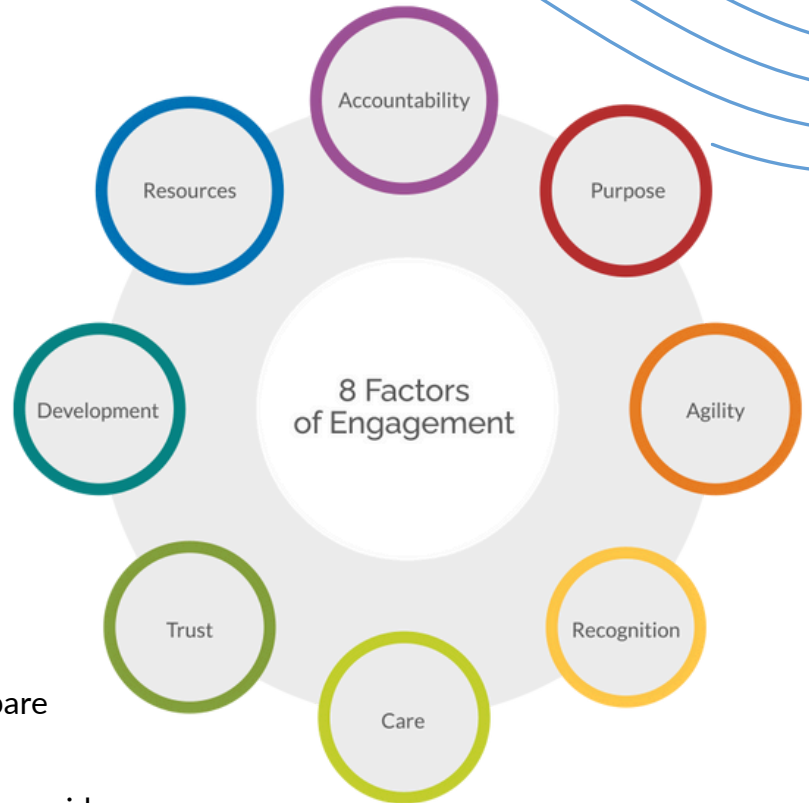
GET THE PULSE OF YOUR PROFESSIONAL ENGAGEMENT IN LESS THAN 5 MINUTES.

CONTACT US

Ready to discuss or have questions?
email: info@vantagegroupinc.com
phone: 616.676.3330

8 FACTORS OF ENGAGEMENT

- Empowers employees to take command with purpose of their own engagement.
- Provides employees with a balanced holistic approach to employee engagement.
- Every statement is a leading indicator of engagement (not experiential – lagging), something they can take direct action on.
- Statements measure perception at the individual, team, and organizational level.
- Helps prepare employees for coaching conversations with their supervisor, and prepare for action planning with their team.
- Helpful dashboard signals and prioritization pyramid makes focusing on the factors that matter easy.



TTI SUCCESS INSIGHTS

8 Factors of Engagement

Individual Report

Sample 01
04.21.2024

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Foundational Statement Breakdown

This section of the report separates each Factor at the statement level so your team can focus on those statements that matter most to you.

Factor	Score
Purpose	3.5
Accountability	3.6

Purpose 3.5

Statement	Score
Every day I have the opportunity to do work that I am passionate about	3.60
I clearly know how my work aligns to the goals of the organization	3.60

Accountability 3.6

Statement	Score
I have clear expectations for doing great work	4.20
Staff is held accountable for the quality of work they produce	3.00
My organization sets and maintains high standards for performance	3.60

Yellow: a cautionary response of 3s ● Red: an unfavorable response of 1s & 2s

Key Question: Where are opportunities for others to be more accountable for the work they produce?

Key Action: Clarity of expectations and establishing what good and great looks like.

Sample Team 8FE

Engagement Hierarchy

When factors are combined, a powerful hierarchy emerges, creating the foundational building blocks for increased levels of employee engagement. This graphic represents the balanced and ideal order to build a strong employee engagement Pyramid.

The factors of Purpose and Accountability combine to form your Foundational Factors. Ideally, the Foundational Factors are your highest scores, allowing for a solid base of engagement. If it is not your highest combined factors, or falls below a 4.0, this is where you should begin working to build your foundation.

Once you have established a strong foundation, work from the bottom up to build your employee engagement pyramid.

Your Calculated Engagement Score is an average score based upon your responses to the statements. Your Calculated Score suggests that you are Not Engaged.

2.8

Individual engagement is measured at three levels:

- Actively Engaged 4.0 and above
- Cautiously Engaged 3.0 – 3.9
- Not Engaged 2.9 and below

Your response to the statement "I am completely engaged." **Neutral**

Is your Foundational Factor of Purpose and Accountability less than 4? What actions can you take and who within your organization can you ask for help to build or strengthen your foundation of engagement? If your Foundational Factor is above 4, what two or three other factors are a priority for you?

Sample 01