



Commitment
is what transform
a promise into reality.

**MY SUCCESS IS YOUR
SUCCESS**

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SUCCESS**
Questions, Reflections & Answers

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Abraham Lincoln.
16th president of the United States (1809 -1865)
Lincoln led the nation through the American Civil War and succeeded in
preserving the Union, abolishing slavery, bolstering the federal government,
and modernizing the U.S. economy.

COMMITMENT TO WORK

Work engagement is defined as the level of enthusiasm of an employee, volunteer or boss towards the tasks assigned to them in a workplace.

It is the sense of responsibility that a person, has towards the goals, vision, and mission of the organization with which he is associated.

High levels of employee satisfaction in an organization are linked to a commitment to work and to one's organization. This results in superior performance, which in turn results in increased profitability, productivity, employee retention and overall improved working atmosphere.

However, most great things in this world are achieved through persistence, hard work, and dedication. All of these qualities are not just manifested in one day.

A person develops these qualities over the years. The same goes for organizations, if an organization expects its employees to perform exceptionally well, it will need to provide a work environment that will help increase engagement at work.

How to improve your engagement at work?

Improving work engagement cannot be done in a single day. It takes time to bring higher levels of engagement to the workplace.



Below you will find tips for making effective and immediate changes to achieve the desired success. It is important that both the employee and the boss participate actively and above all in a positive way.

1. *Build a strong team:* teamwork works wonders. Organizations should develop a culture where teamwork should be important. Achieving goals together makes difficult tasks easier to accomplish.

Teamwork depends on the ability of employees to interact and work in tandem with the boss, so they can function as a group.

2. *Let the team know what you expect of them:* hard-working employees are an asset to an organization. Most employees want to be part of the success story of the organization with which they are associated.

Therefore, it is important to clearly communicate the goals, vision and mission to employees. This way, employees will know what the organization expects of them.

Clarity of thoughts is important during the tenure. With clarity comes the determination to work and achieve excellence.

3. *Foster a culture of transparency:* the organization must be transparent. Let employees participate freely in discussions, important decisions related to employees and the contribution they can make to the organization.

When an organization informs its employees, they feel valued and trusted. This increases their sense of belonging and, therefore, their commitment to work.

4. *Foster, open, free communication:* open and free communication within an organization facilitates an environment of trust. The open door policy is one way to promote free communication. Additionally, an organization can use employee satisfaction surveys, polls, etc. to provide feedback to the organization.

When receiving this feedback, organizations should keep an open mind to interpret and then respond logically to employee expectations with the goal of improving the work culture, without criticizing the employees who provided the feedback.

Take advantage of these comments. Once employees know their suggestions or feedback is appreciated work engagement will increase.

5. *Establish a strong work ethic:* work ethic includes not only how an employee feels about their job or career, but also how seriously they take their job responsibilities. It involves a positive attitude and behavior, respect for colleagues, effective communication, and interaction in the workplace. The work ethic shows who and how a person is.

Historically, successful organizations have worked tirelessly to introduce, improve, and promote work ethics, honesty, integrity, and accountability.

These key factors contribute to establishing and improving a work ethic with the aim of increasing the chances of success.



When employees demonstrate such values in an organization, they are tempted to stay and commit to the organization.

6. *Develop a culture of trust:* trust is an essential factor that brings exceptional results in any relationship.

Trust is not just a plaque on the door, a welcome sign telling employees: « Here, we offer trust. » Both the boss and the employee must do everything possible to create an environment of mutual trust.

It involves a lot of effort from senior management and the organization as a whole to introduce and promote this culture in the organization. Trust is earned by putting a consistent effort into everyday actions.

When an organization promotes such a culture, it attracts employees who will have a real impact on the organization in all the right ways and thus increase work engagement.

7. *Make use of innovation:* let your employees be innovative by coming up with ideas, strategies, means of communication, etc.

Innovators are engaged collaborators. These employees are always looking for better ways to perform even the most mundane tasks.

These employees should be valued by organizations and encourage them to come up with better ideas and reward their achievements and innovations.

8. *Help your employees to develop:* an organization that helps its employees grow professionally and personally and respond to their logical aspirations in a positive way is much more likely to be in a position to have people working for the organization for long periods of time.

An organization can support its employees by providing learning opportunities, cross-training, and any other interactive method that supports their overall development. Such gestures help organizations to retain their employees while engaging them more in their work.

9. *Offer incentives:* organizations need to reward employees who perform exceptionally well. Each person has different things that motivate them. Incentives linked to follow up and results make employees feel important.

It is important for organizations to recognize the hard work of employees to achieve the desired result. Incentives should be awarded based on objective criteria.

10. *Celebrate success:* employees need to feel validated and valued by the organization. The leader must show that he cares for them.

Employees do not leave an organization if they know their opinions matter, if they are treated fairly, if their achievements are recognized and if they feel part of an organization.

Celebrate success with your employees, tell them they made a difference, encourage them to do better. The slightest gesture will lead them to improve with each passing day. This will lead to better engagement at work.



11. *The difference between involvement and commitment:* involvement and commitment are different, although there is some overlap.

The employees involved are engaged and it shows through their actions and work ethic. They will be more attentive, productive, responsible, and energetic in their work.

Although the two terms are often used interchangeably, there are obvious differences. For example, we may claim to be committed, but we do not demonstrate through our work that we are.

12. *The benefits of commitment to work:* a team of dedicated employees is an organization's dream come true.

A team, of engaged employees is the best solution for the long-term future of an organization or any business.

The leaders within the organization as well as the positivism of the employees are responsible for building this culture.

Here are the advantages of having a team that is committed to work:

- *Increased productivity:* engaged employees need a leader to guide them. They don't need someone who has to be constantly behind them to get things done. Such organizational commitment results in increased workplace productivity.

A compliant team will create their own tasks and ensure they are implemented. They will show up on time to get the job done and even go the extra mile.

- *The goal is reached:* a complacent team will only do what is asked of them, a committed team will do that and more to achieve their targets and objectives.

An engaged team understands the goals and their individual role in achieving those goals. They are driven and set higher goals than what is expected of them.

For a committed team, goals aren't just a number, a date, or a target. It is for them a vision, an adventure!

- *Spread the « joie de vivre » at work:* in simple terms, an engaged team promotes enthusiasm and joie de vivre in the workplace.

Engagement brings ownership and more creativity in tasks. A committed team thrives on new and innovative ideas, and it's fun to implement such ideas again and again.

Engagement at work brings added value through active participation in company-related discussions.

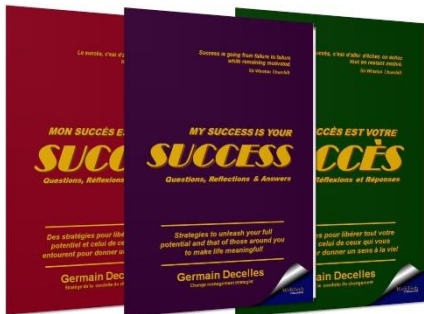
Engaged employees contribute great ideas and are always happy to help others visualize those ideas.

An organization needs commitment and dedication from its employees to achieve its goals.



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