

Creating a Path Towards Workplace Citizenship to Strengthen Employee Retention and Engagement

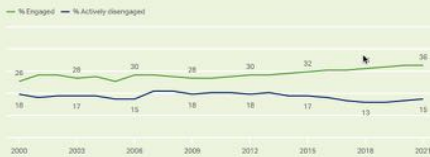


Bruce Berlin
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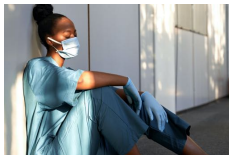
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U.S. Employee Engagement Trend, Annual Averages



Note: 2021 results are for January through June.
GALLUP

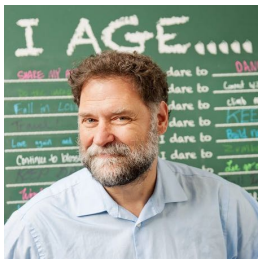
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3 Plagues
Loneliness

Helplessness

Boredom



6



Create loving and vibrant homes where elders would be valued, grow as people, and enjoy where they live.

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8



Greater Well-Being
Prioritizing Elders' well-being
Re-framing the perspective of employees' role in achieving that outcome

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Gallup Q¹²®

1. I know what is expected of me at work
2. I have the materials and equipment I need to do my work right
3. At work, I have the opportunity to do what I do best every day
4. In the last 7 days, I have received recognition or praise for doing good work
5. My supervisor, or someone at work, seems to care about me as a person
6. There is someone at work who encourages my development
7. At work, my opinions seem to count
8. The mission or purpose of my company makes me feel my job is important
9. My associates or fellow employees are committed to doing quality work
10. I have a best friend at work
11. In the last 6 months, someone at work has talked to me about my progress
12. This last year, I have had opportunities at work to learn and grow

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- To be equipped
- To feel a sense of belonging
- To be valued
- To engage in meaningful work
- To have opportunities to grow

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Helplessness **Loneliness** **Boredom**

12



Create loving and vibrant homes where elders would be valued, grow as people, and enjoy where they live.

13



Create loving and vibrant workplaces where employees would be valued, grow as people, and enjoy where they work.

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Greater Well-Being
Prioritizing Elders' well-being
Re-framing the perspective of employees' role in achieving that outcome








Greater Well-Being

Prioritizing Employees' well-being

Re-framing the perspective of Leaders' role in achieving that outcome

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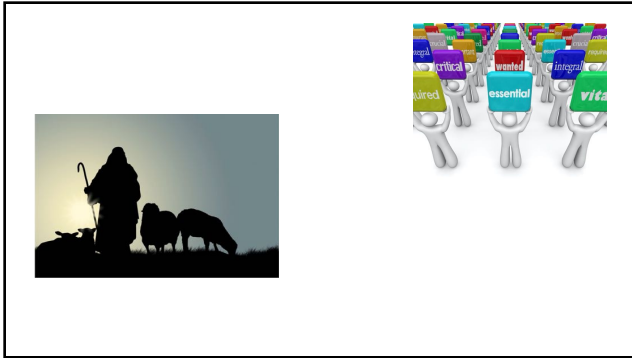
Know your flock

Create a safe pasture

Care for your flock



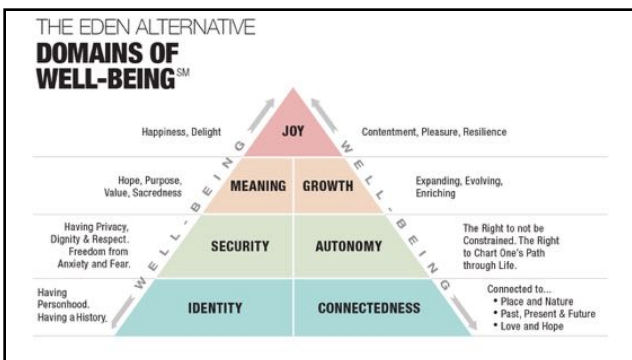
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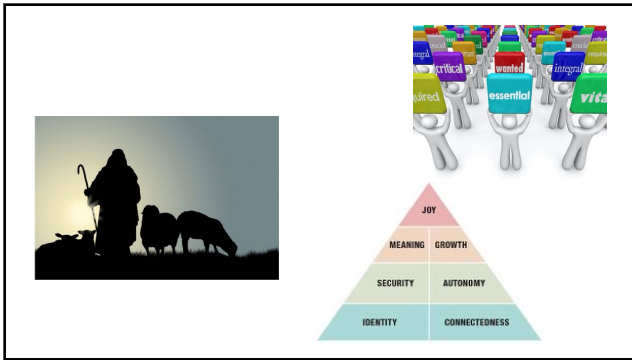
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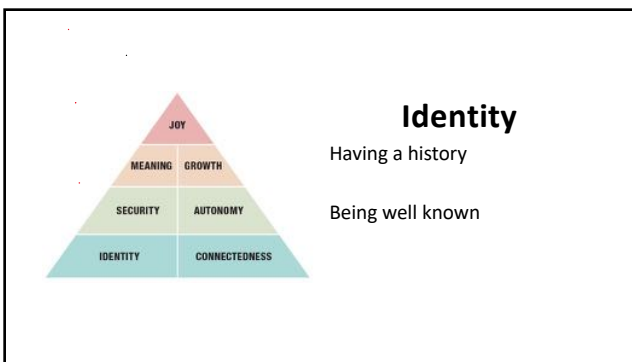
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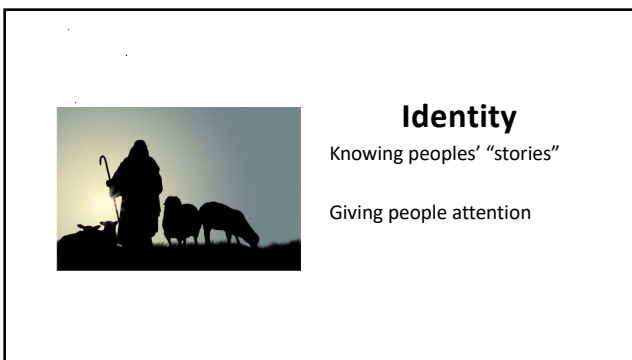
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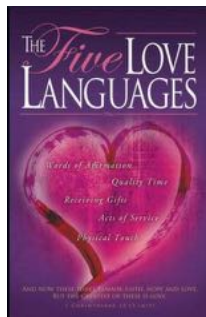
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Identity

Knowing peoples' "stories"

Giving people attention

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Connectedness

Being loved & connected

State of belonging

28

Connectedness

Creating opportunities for connection & building relationships

29

Connectedness

Creating opportunities for connection & building relationships

To feel a sense of belonging

To be valued

30

Security

Freedom from doubt, anxiety & fear

Feeling safe

31

Security

Creating a workplace environment where staff feel safe

Protecting your people

32

Security

Creating a workplace environment where staff feel safe

Protecting your people

33



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To be equipped
To have a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

Security

Creating a workplace environment
where staff feel safe

Protecting your people

35



Autonomy

Freedom to choose

A sense of control

36



Autonomy

Leading from the front

Leading from behind

37



To be equipped
To be valued
To engage in meaningful work
To have opportunities to grow

Autonomy

Leading from the front

Leading from behind

38



Meaning

Having purpose

Finding meaning

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Meaning

Aligning work to the organization's mission, values & outcomes

Collaborating with your people

Engaging people in their strengths

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To feel a sense of belonging
Being valued
To engage in meaningful work
To have opportunities to grow

Meaning

Aligning work to the organization's mission, values & outcomes

Collaborating with your people

Engaging people in their strengths

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Growth

Learning & development

Evolving & growing

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Growth

Providing meaningful training

Developing career paths

Seeing in others what they do not see in themselves

43



To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

Growth

Providing meaningful training

Developing career paths

Seeing in others what they do not see in themselves

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Joy

Contentment

Enjoyment

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Joy

Experiencing...

Moments of emotional joy
& contentment

Greater resiliency

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To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

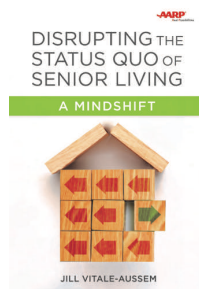
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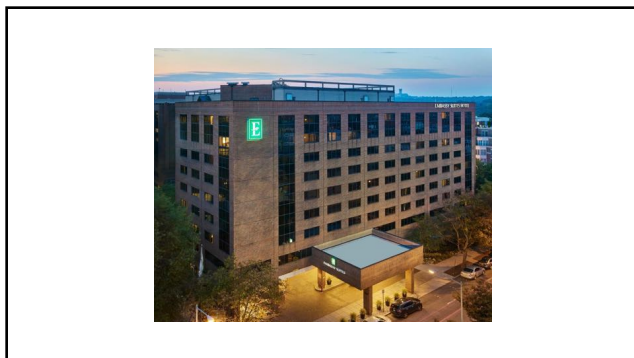
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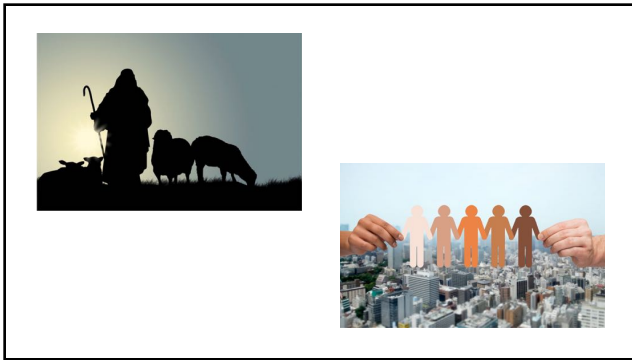
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The Eden Alternative
Domains of Well-Being™

EDEN
ALTERNATIVE

Revolutionizing the Experience of Home
by Bringing Well-Being to Life

JOY

“The best soil for joyful moments
is always found in places where
relationships are deep, rich, and
intensely meaningful.”

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A pyramid diagram divided into six colored sections. From top to bottom, the sections are: JOY (pink), MEANING (light blue), GROWTH (light green), SECURITY (light green), AUTONOMY (light blue), and CONNECTEDNESS (light blue). Above the pyramid, there are several colorful blocks with words like 'critical', 'essential', 'vital', 'desired', 'integral', and 'wanted'.

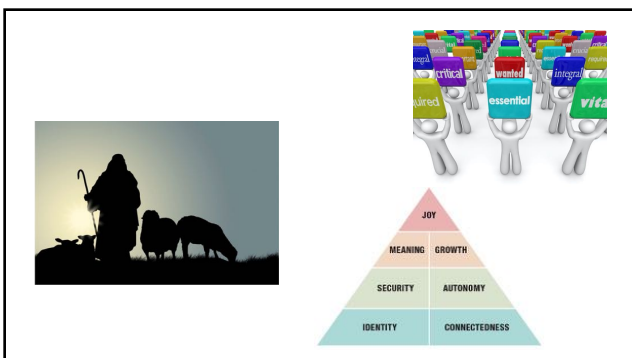
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