



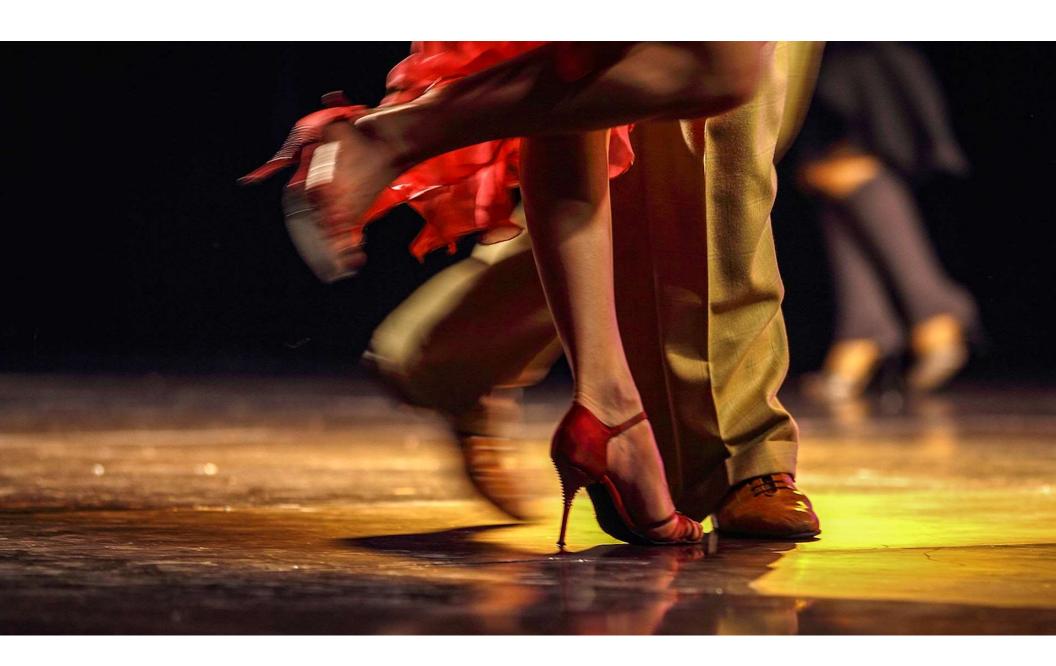






celebrating individual uniqueness, and providing opportunities for all to thrive.





Why Being Engaged Matters

Engaged

Works with passion and commitment

Provides discretionary effort

Drives innovation

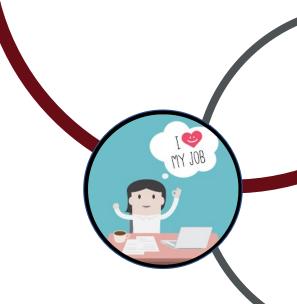
Has a growth mindset

Satisfied

May or may not strive for excellence

Puts time in but not necessarily energy

Has a wait and see attitude about their job



Engagement Facts

Increased well-being

highly engaged employees are 2X more likely to say they are extremely satisfied with personal life

4X

teammates who feel they belong and who work with a sense of purpose are four times as likely to love what they do

Leaders account for 70% of the factors affecting employee engagement

17%

Higher Productivity

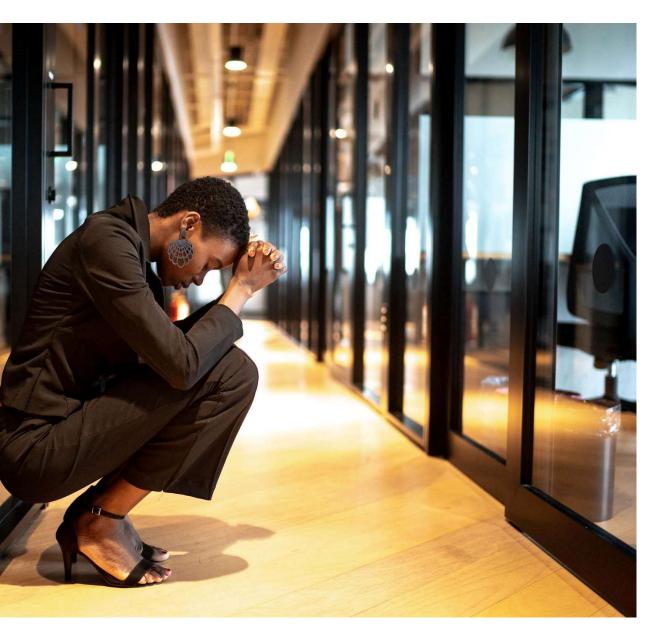
41%
Less absenteeism

59%

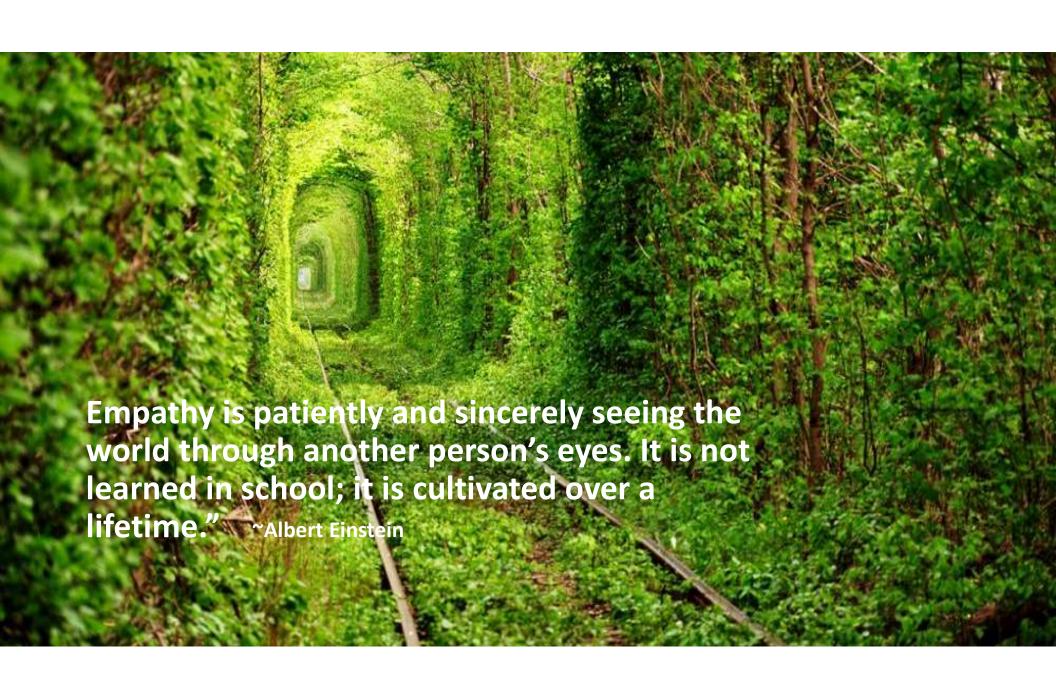
Less Turnover An employee's engagement affects:

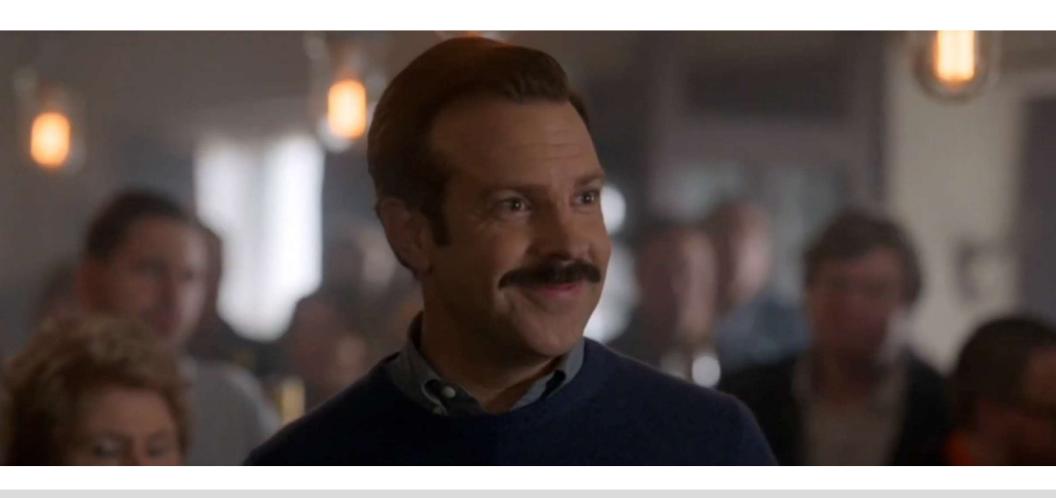
- reported levels of stress at work
- •bringing home stress to family and friends
- •anxiety and depression levels
- cholesterol levels





Understanding is an act of vulnerability
Trusting is an act of vulnerability
Sharing is an act of vulnerability





Be curious, not judgmental



Cultural norms are shifting

"The coming-of-age of Generation X and Millennials signals one of the most significant transfers of economic power in history, and that means recruiting and talent retention efforts are now fixed squarely on these two **tech-savvy**, **laid-back**, **globally-minded** generations"

~ Sarah Landrum in Forbes

e.g., 41% of individuals in the U.S. under 30 have one or more tattoos, driving a cultural acceptance

Pew Research 2023