



# Engaging employees in safety

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## AGENDA

- What is employee engagement?
- Should we be worried?
- Positives
- The role of managers
- Fun ways to engage
- Special challenges

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## Learning Objectives

- Describe an engaged employee.
- Describe fun ways to engage employees.
- How do you identify positive and negative employee engagement?
- List special challenges and ways to overcome them.
- Explain the role of managers in employee engagement.

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## What is employee engagement?



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## Engaged employees

- High performers
- Innovative
- Efficient
- Committed
- Understanding of their role
- High energy

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## Nonengaged employees

- Minimal effort
- Little passion
- Lack of creativity
- Increased absence
- Little motivation
- Checked out



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## Actively disengaged employees

- Disruptive
- Very miserable
- Bad attitude
- Often late or absent
- Waste time
- Undermine coworkers



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## Polling question

### Percentage of engaged employees in the United States?

- 1) 15 percent
- 2) 33 percent
- 3) 57 percent
- 4) 70 percent

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## Should we be worried?

- 33 percent of U.S. workers are engaged
- 51 percent are not engaged—they are just there
- 16 percent are actively disengaged
- 70 percent are engaged at world's best organizations

Source: Gallup State of the American Workplace Report 2017

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## Another reason to worry...

**51 percent** of US employees are actively looking for a new job or watching for openings.

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## Polling question

### What is a benefit of engaged employees?

- 1) Business success
- 2) Improved employee health and safety
- 3) Better morale
- 4) All of the above



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## Attributes of engaged employees

- Strong emotional and intellectual bonds
- Provide better outcomes
- Co-owners of their own engagement and commitment to improve
- Experience less stress
- Higher satisfaction at work and home



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## As a result, engaged employees generally...

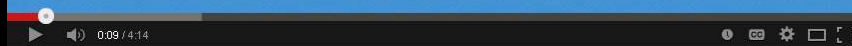
- Use less sick time
- Have lower healthcare utilization
- Are more productive
- Tend to stay longer (tenure)
- Create stronger customer connections and relationships



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**Work-worker interface is important.**

Restoring  
Employee Engagement



<https://www.youtube.com/watch?v=Wp29hdvBYIQ>

More leadership videos at [www.groupharmonics.com](http://www.groupharmonics.com)



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## Engagement

The role of managers

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## Leadership drives engagement

- Know employees
- Communicate well
- Walk the talk
- Empowerment
- Autonomy



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## Leadership drives engagement

### Things to consider:

- Recognition and rewards
- Using their strengths
- Opportunities
- Consistency

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Learn about engagement principles and find tools and resources:

- Gallup  
[www.gallup.com](http://www.gallup.com)
- VitalSmarts  
[www.vital-smarts.com](http://www.vital-smarts.com)

*Use lack of participation as a cue to back up, rethink, and redesign.*

		CHANGE ANYTHING Six Sources of Influence	
		Motivation	Ability
Personal	1	Want to [Do I like it?]	2 Can do [Do I know how to do it?]
	Social	3	4 Peer pressure [Do others encourage me?] Help from others [Do others support my efforts?]
Structural		5	6 Accountability and reward systems [Does the way we do things motivate me?] Structures, environments, and tools [Do my surroundings make it easy?]

Adapted from VitalSmarts' *The Influencer and Change Anything*

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## Polling question

**The most important factor in employee engagement:**

- 1) Salary/pay
- 2) Supervisor
- 3) Meaningful work
- 4) Flexible scheduling

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People rarely succeed unless  
they have fun in what they  
are doing.

Dale Carnegie



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## Add some spice!

- It's the little things that count
- Smile
- Cheery environment
- Games
- Recharge areas
- Offer healthier options



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## Creative ideas

Caught you doing it right!

- On the spot
- Employees using safe behaviors
- Supervisors/safety committee
- Entered into drawing or instant award



*Photo courtesy of Denver Police Department*



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## Creative ideas

### Play a safety game

- Safety questions
- Reward for completion
- Ideas:
  - Safety quizzes
  - Game shows
  - Spot the hazard



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## FREE cool resource!

Want to boost employee engagement at your office?



Get a Free PDF version of all 59 employee engagement ideas from this post. Includes 5 bonus ideas not found here!

GET THE PDF

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## More resources



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## Polling question

**What ideas have you tried?**

Type in the chat box.



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## **Special challenges**

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## **Engaging remote or dispersed workers**

Learn about their environment and talk about ways that you can support them—despite challenges.

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**What are you doing to engage  
your remote workforce?**

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## **Incentives: To use or not to use...**

### Incentives

- Intrinsic vs. extrinsic
- Competition and teams
- Put your cash away!
- Smaller rewards are better

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## Know your audience

- Hourly vs. Salaried
- Union vs. Nonunion
- Production vs. support
- Unfit vs. fit
- Ethnicity
- Age
- Size
- Disabilities

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## Engagement audit

- Links between engagement and business priorities
- Commitment to employee engagement
- Workplace practices
- Attitudes related to engagement

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# Resources section

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## Be a leader

Leadership series

[www.saif.com/learntolead](http://www.saif.com/learntolead)

- Accident/incident analysis**  
What to do when an accident occurs.
- Employee policy**  
Creating a safe workplace is not only required, it's good business.
- Hazard identification**  
Eliminate unsafe practices before someone gets hurt.
- Integrating health and safety**  
Explore these Total Worker Health® tools for making it happen.
- Recordkeeping**  
Follow the rules and comply with retention periods.
- Safety committees**  
How to get the most from your meetings.
- Guides**  
Browse these guides for a years' worth of safety topics.
- Supervisors guide**  
A comprehensive guide to safety communication, training, and accountability.
- Leadership series**  
This training series will help leaders at all levels learn the building blocks that support safety culture and boost employee involvement.

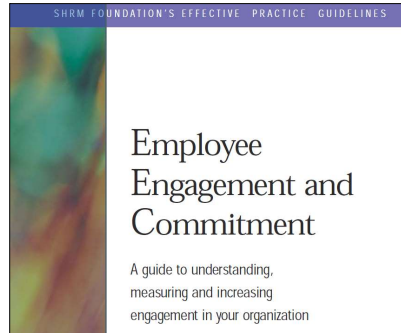
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## Engagement resources:

### Society of Human Resource Management

Employee Engagement and Commitment

<https://www.shrm.org/foundation/ourwork/initiatives/resources-from-past-initiatives/Documents/Employee%20Engagement%20and%20Commitment.pdf>



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## Engagement resources:

### Gallup Poll

State of the American Workplace, February 2017

Fill out form to access:

<http://news.gallup.com/reports/199961/7.aspx#aspnetForm>



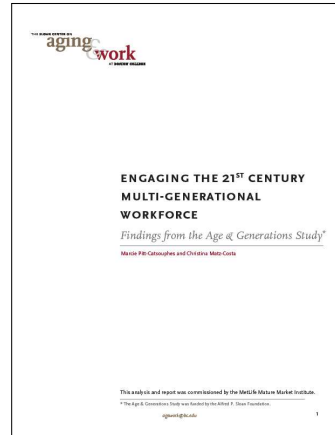
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## Engagement resources:

### Sloan Center

Engaging the 21<sup>st</sup> Century  
Multi-Generational  
Workforce

[http://www.bc.edu/content/dam/files/research\\_sites/agingandwork/pdf/publications/IB20\\_Engagement.pdf](http://www.bc.edu/content/dam/files/research_sites/agingandwork/pdf/publications/IB20_Engagement.pdf)



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## Engagement resources:

### Willis Towers Watson

International study of  
31,000 workers

[https://www.towerswatson.com/assets/gfs2017/Employee\\_Value\\_Proposition\\_and\\_Total\\_Rewards\\_Modernize\\_or\\_Risk\\_Irrelevance.pdf](https://www.towerswatson.com/assets/gfs2017/Employee_Value_Proposition_and_Total_Rewards_Modernize_or_Risk_Irrelevance.pdf)



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