

# THE 100

Building Blocks for  
Business Leadership

# D3

Employee Engagement

**TOM SALONEK**

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## How to Use this Download

- The first graphic visually shows what's most important/what should be tackled first when trying to increase employee engagement. Start at the center and work your way out
- The second list, shows in descending order the things that make up job satisfaction. Similar to the spheres of job satisfaction, when trying to increase engagement start at the top of the list and work your way down

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## Job Satisfaction

- There are “spheres” of job satisfaction
- Free beer doesn’t matter if your work is mundane and your manager’s a moron.
- When addressing engagement, start from the **inside and work outward**.



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## Job Satisfaction (continued)

- Here are the factors of **job satisfaction**
- Start from the **top down**:
  1. **Stimulating** and challenging work
  2. **Clear** expectations
  3. **Continuous** feedback
  4. **Unparalleled** learning
  5. **Explicit** career paths
  6. **Fair** reward and recognition
  7. **Inclusive** culture

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