


## Full Engagement

Sept 2011  
The Bounce Collective

### The Learning Value of Today:

**Overview**

- Understand Full Engagement
  - What is it
  - Why it is important
- Gain a picture of what it looks like to be engaged
- Learn a simple model for visual reference
- Find new choices
- Take new actions, and make a commitment
- Get new results in life/work



**bounce** 2

### Introductions

**Who am I?**

Jay Markiewicz  
Jay@wecanbounce.com  
Managing Partner  
Leadership Coach



**Who are you?**

- Name
- One word passion



"Our vision is to be a leader in growing togetherness for a better world. We do this by expanding the way people see and engage in the Me, We, World of relationships."

[www.wecanbounce.com](http://www.wecanbounce.com)


**bounce** 3

### Our Learning Community

**How we will learn:**

- Topic
- Activity/Breakout
- Share/Inquire

A learning community is a group of people who share common emotions, values and beliefs, are actively engaged in learning together from each other\*



**bounce** 4

### A quick thought on self assessments

- It's a lens and filter on some aspect of ourselves
- All models are wrong, some are useful
- Information to create awareness
- Not necessarily the truth

**bounce** 5

### What is the reason engagement is important?

"But there's a lot of research that how the employees feel is incredibly important to the bottom line. When your employees are engaged at work, they produce more, they do better. . . . People that are engaged are going to do better work."

- Max Stier\*

**bounce** 6

\*Max Stier is President and CEO of the Partnership for Public Service

### More reason engagement is important

- Only 20% of workers feel fully engaged at work
- An astonishing 40% of workers are 'actively disengaged' at work
- 100s of studies demonstrate a correlation between engagement and business performance

\*Source: www.theenergyproject.com

**b unce** 7

### Full engagement

- To be most productive and fully engaged, we are:
  - Physically energized
  - Mentally focused
  - Spiritually aligned
  - Emotionally connected
- Full engagement requires drawing on each of these four sources of energy

Your self assessment is a view of where you might be along each energy dimension

**b unce** 8

### Let's get a picture of engagement for each of the 4 dimensions

- Look at your assessment – pick the highest score (if two+ are similar, just pick one of them you feel represents your best dimension)
- Break into groups and find the corner of the room that corresponds to your best dimension
- On the flip chart write down answers to the following question:

“What makes you great at this dimension?”

**b unce** 9

### Pick 2 that you will commit to over the next 2 weeks (examples below)


<ul style="list-style-type: none"> <li>• <b>Physically energized</b> <ul style="list-style-type: none"> <li>• Track food</li> <li>• More breaks</li> <li>• Active/Moving</li> </ul> </li> <li>• <b>Mentally focused</b> <ul style="list-style-type: none"> <li>• Turn off email</li> <li>• Most important thing first</li> <li>• One thing at a time</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Spiritually Aligned</b> <ul style="list-style-type: none"> <li>• Do the right thing</li> <li>• Accentuate the positive</li> <li>• Random act of kindness</li> </ul> </li> <li>• <b>Emotionally Connected</b> <ul style="list-style-type: none"> <li>• Show more appreciation</li> <li>• Park your worries</li> <li>• Focus on the positive</li> </ul> </li> </ul>
---	---

**b unce** 10


### The Learning Value of Today:

**Overview**

- Understand Full Engagement
  - What is it
  - Why it is important
- Gain a picture of what it looks like to be engaged
- Learn a simple model for visual reference
- Find new choices
- Take new actions, and make a commitment
- Get new results in life/work



**b unce** 11



“Our vision is to be a leader in growing togetherness for a better world. We do this by expanding the way people see and engage in the Me, We, World of relationships.”

[www.wecanbounce.com](http://www.wecanbounce.com)

<p>References:</p> <p>The Power of Full Engagement, Jim Loehr and Tony Schwartz</p> <p>The Energy Project, <a href="http://www.theenergyproject.com">www.theenergyproject.com</a></p>	<p>Jay Markiewicz <a href="mailto:Jay@wecanbounce.com">Jay@wecanbounce.com</a> Managing Partner Leadership Coach</p>
---	--

**b unce** 12