

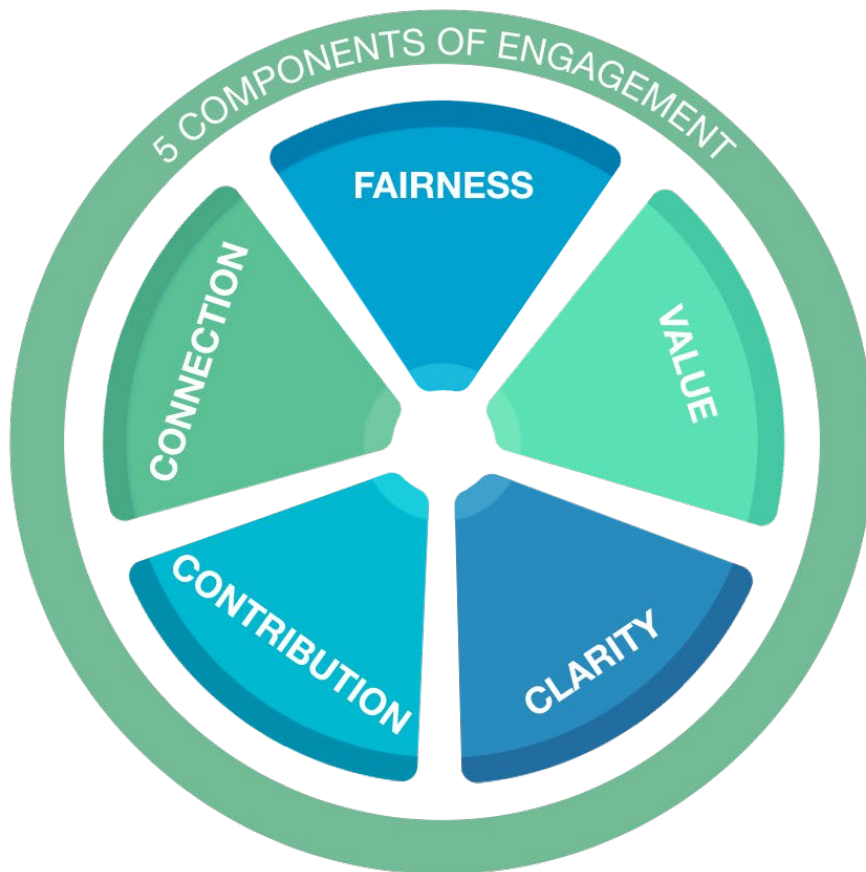
# Healthy Practice Podcast

## Episode 29

### The 5 Components of Employee Engagement

Engaged employees show up at their best. They are ready to contribute to the practice and deliver beyond expectations. Taking time to build employee engagement will yield a more productive, flexible team and increased profitability for your practice.

To create a highly engaged practice team, you must focus on the five key components needed for engagement: Fairness, Value, Clarity, Contribution, and Connection.



# Healthy Practice Podcast – Episode 29

## The 5 Components of Employee Engagement

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#### **Fairness**

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Employees are significantly more engaged in an environment where the perception is that everyone is treated fairly. Leaders must consider what the team views as fair or unfair when shaping a practice.

#### **Value**

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Employees must feel valued by the place where they work and also feel that they add value to the practice.

#### **Clarity**

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To have a practice that runs smoothly and efficiently, employees need clarity on their roles, the organizational structure, processes, and expectations.

#### **Contribution**

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Employees need opportunities to continuously develop their skills and increase their contributions to meaningful work and the future of the practice.

#### **Connection**

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Engagement increases when employees have strong connections to their team, their work, and the practice.