



# Create Visibility for Your Team's Engagement

Do five things to create visibility for your team's engagement:

- 1 Post the team's engagement plan.**  
Post the team's engagement plan in a central location, or distribute it to each person on the team. Make sure the plan is visible to your team and others.
- 2 Celebrate achievements.**  
Celebrate when the team meets its performance goals or completes key action items. It is important to celebrate progress as well as goal completion.
- 3 Recognize individuals who helped reach the goals.**  
Share discoveries and challenges the team overcame and key lessons learned. Feeling recognized boosts individual engagement.
- 4 Focus on the team's high scores from the survey results.**  
High scores are areas of strength. Continue to consider what you and your team are doing to contribute to these strengths. Celebrate these strengths, and take steps to make sure that they remain strengths.
- 5 Maintain the team's momentum for increasing its engagement.**  
Incorporate conversations about engagement into regular team meetings or huddles. Encourage employees to reference engagement in their everyday conversations.