

# ThriveVance

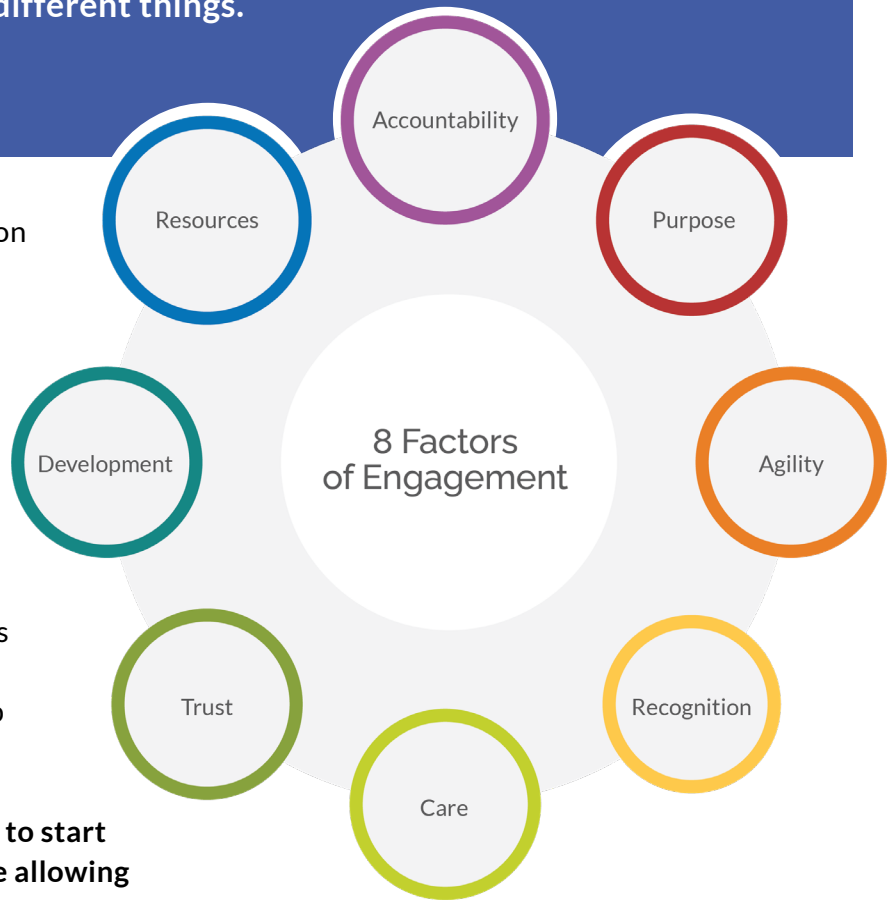
## 8 FACTORS OF ENGAGEMENT PROGRAM

Typical annual engagement surveys are designed to give you a benchmark of employee engagement, but knowing you need to take action and knowing what action to take can be two different things.

The *8 Factors of Engagement's* primary focus is on leading indicators and a pulse survey cadence. Checking in with employees each quarter in 3-minute surveys rather than once a year enables organizational agility at a time when it is arguably more critical than ever.

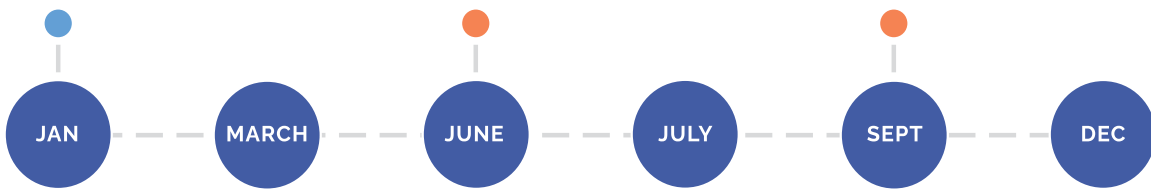
Organizations are facing more rapid and disruptive change, and they need to be innovative with how they listen to and act on the voice of the employee. The 8 Factors of Engagement model enables organization to immediately execute on strategy, leadership development, and culture-building.

For the first time ever, employees will be able to start their journey with their own individual profile allowing them to take action and grab the helm of their engagement.



### EXAMPLE TIMELINE FOR ANNUAL ENGAGEMENT PROGRAM

8 Factors of Engagement Individual Profile



Leading from the Helm baseline survey

Optional 2nd 8 Factors of Engagement Individual Profile

Year end 8 Factors of Engagement Pulse

### CONTACT US

Ready to discuss or have questions? [Info@thrivevance.com](mailto:Info@thrivevance.com)  
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# 8 FACTORS OF ENGAGEMENT

The *8 Factors of Engagement* will provide your organization with the link between employee data and organizational outcomes. It creates an employee-led action plan supported by leadership to enable an employee-led culture of continuous engagement.

## HOW IT WORKS

### SURVEY/ASSESSMENT

- Every employee will receive their own individual *8 Factors of Engagement* profile
- *Leading from the Helm* baseline data to kick off the year and help set the strategic framework
- Quick 3-minute quarterly surveys to keep a pulse on engagement across the organization
- Employee confidentiality is assured because it is hosted outside of your organization

### PROCESS

- Employees take ownership and action for their results through the individual profile
- Creating a baseline using the *Leading from the Helm* data to establish prioritization and action
- Quarterly pulses provide comparative and trend analysis giving you insights into what is happening now across the organization
- Real time data for strategic alignment via interactive dashboards

### RESULT/IMPACT

- Create the foundation for an employee led culture of continuous engagement
- Increase organizational outcomes through enhanced employee engagement
- Measure trends overtime within the team and across the entire organization
- Will drive improved scores on your annual benchmark survey