

July 2009 – Federal Employee Engagement

To Department of Energy Learning and Workforce Development Community,

Our goal in the Office of Learning and Workforce Development (HC-20) is to make learning relevant and accessible to you in meeting today's and tomorrow's mission demands and opportunities. One of today's current major issues is employee engagement or the degree to which trust and communications in the workplace encourage faster, better, smarter, mission directed performance.

If you are interested in the importance of employee engagement in the workplace, you can introduce yourself to the topic by following the self-development roadmap below.

One, public and private organizations provide different perspectives on their websites:

The Merit System Protection Board (MSPB) produced a report in November 2008 – “[The Power of Federal Employee Engagement.](#)”

The MSPB based its report on responses to 16 questions from a previous Federal employee survey ([MSPB Questions](#)). The questions are very much like the classic 12 questions used by the Gallup Poll to report on employee engagement in the workplace. ([Gallup Questions](#))

The [Partnership for Public Service](#) with American University has also produced a recent report. As another example, private firms like [Blessing-White](#) have also focused on the issue. We can “google” employee engagement and come up with hundreds of information sources.

Two, related Department of Energy information on the 2006, 2007, and 2008 Federal Employee Attitude Surveys is available on the DOE Human Capital Website under the Resources category of [Employee Satisfaction Surveys](#).

Three, if you are a manager, supervisor, team leader, or employee and want to build employee engagement in your work place, you can start with a related workplace factor: organizational trust.

Organizational trust revolves around the concepts of consistency, credibility, relevance, and respect. You can ask yourself about organizational trust in your workplace by looking at these questions: [Trust in the Workplace](#). Or go to [Top 7 Ways To Measure Your Organization's Trust](#).

Next month – Choosing the right communication framework based on the purpose of the communications.