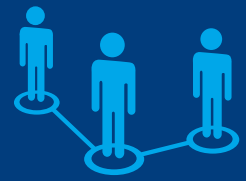


# Workforce Engagement Toolkit

## Increasing Workforce Engagement by following through on commitments – how well do engagement-related activities get implemented on your worksite?



Following through on commitments is fundamental to keeping a workforce engaged. When people do what they say they'll do in relation to H&S commitments, particularly those made in a social settings or in response to feedback from others, trust and respect are built. These are critical requirements for an engaged workforce.

	Good	Bad	Area for improvement
<b>Painting a picture</b>			
There is clarity about <a href="#">why H&amp;S improvement actions are being made</a> – they are not just generic statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H&S improvement actions are discussed and communicated in a <a href="#">language and style</a> that suits the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Connecting the dots</b>			
When appropriate, leaders highlight how specific H&S improvement actions were <a href="#">suggested by the workforce</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clear links are made between H&S improvement actions being completed and the <a href="#">commitments made previously</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H&S improvement actions make sense for <a href="#">this specific workplace</a> – they don't seem 'soft and fluffy' or driven by an off-worksite agenda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaders talk about how individual H&S improvement actions will <a href="#">create a culture of Workforce Engagement</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaders talk about how making H&S improvement actions will <a href="#">enable better performance</a> on the worksite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Being personal and specific</b>			
There are <a href="#">explicit benefits</a> to completing individual H&S improvement actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When H&S improvements actions are completed, leaders talk about exactly <a href="#">who did what</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaders make improvement in H&S 'real' by <a href="#">discussing the personal impact</a> of improvement actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Doing it</b>			
Leaders <a href="#">don't let production pressures interfere</a> with the completion of H&S improvement actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Direct supervisors do whatever they can to ensure H&S improvement actions are completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety reps and workers <a href="#">go the extra mile</a> to ensure H&S improvement actions are completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H&S improvement actions are <a href="#">always completed</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Saying it again</b>			
On a regular basis, leaders <a href="#">summarise the improvement actions</a> that have been taken at the worksite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leaders at all levels of management on the worksite have <a href="#">a current understanding</a> of progress on improvement actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Thanking and recognising</b>			
The workforce is <a href="#">thanked for efforts</a> to improve H&S at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anyone who has gone the extra mile for H&S is <a href="#">publicly recognised</a>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When people are recognised for their efforts, <a href="#">specific aspects of behaviour / efforts are linked</a> with their benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

