



Imagine  
More  
Meaning  
at Work

Better Engagement,  
Performance and  
Resilience for  
Everyone.

**brivia**  
CONSULTING

**GOOD NEWS!**

# You Don't Have an Engagement Problem. It's the Approach That's Not Working.



Most organizations are struggling to improve performance while ensuring a positive employee experience for their people. Many organizations turn to an engagement survey, in their efforts to improve overall performance. When the approach doesn't work, it can be extremely frustrating, disheartening and even disillusioning.

At Brivia, we understand the frustration and disappointment that come when organizations have little-to-no effect in their efforts to prioritize and improve engagement.

Struggling to improve performance can lead to persistent feelings of confusion and even worse, a real sense of being stuck. Unfortunately, this can lead to unnecessary conflict, blame and possible dysfunction on teams, in departments, and even across whole organizations.

Disengagement  
is higher than  
ever

GALLUP

81% of  
Employees are  
ready to leave

HAYS

Burnout has  
reached epidemic  
proportions





**At Brivia, we have been helping individuals and organizations improve results for over 25 years and here's the good news - you don't have an engagement problem. It's not you, it's the approach that's been wrong all along. You are measuring the wrong thing!**

Because engagement is an output, most measurement tools are missing the true source of motivation and higher performance. Therefore, to truly improve the employee experience, you must measure the input, the true source of engagement; that is meaning.

Engagement is rooted in meaning and meaningful employee experiences. Meaning is more accessible than you think; that is, when you ask the right questions.

**Companies that prioritize measurement to enhance the employee experience will create conditions that result in:**

Higher Engagement

Increased Retention

Improved Performance

Greater Organizational Success

Meaning can seem like an abstract concept, but at Brivia, we can show you how you can access and connect with a meaningful experience of your own. You don't even have to leave your seat!



Take a few minutes to consider the following reflection and the questions that follow:

**REFLECTION:**

## Your Greatest Work/Team Experience Ever

**STEP 1**

*Reflect on the following:*

**Take a moment to reflect on a time when you experienced the greatest team ever. It could be a work team, a sports team, or a team of any kind.**

Connect with as many of the ingredients or qualities that made the time so great. What was happening at that time? What was going on that made it great?

Who were the people you were with? How were they behaving? What were they doing or saying that made that time the greatest ever?

**STEP 2**

*Answer the following questions:*

**During that "Greatest Team Experience" would you say that:**

- |  |                              |                             |
|--|------------------------------|-----------------------------|
| Many of your social or emotional needs were being met?     | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Many of your personal values were being lived or honoured? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| That important objectives/goals were being accomplished?   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| That your strengths were being identified and utilized?    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

**STEP 3**

*Answer the following questions:*

**During that "Greatest Team Experience" how would you rate your level of energy, focus, commitment?**

<b>Energy</b>	<b>Focus</b>	<b>Commitment</b>
<i>High - Medium - Low</i>	<i>High - Medium - Low</i>	<i>High - Medium - Low</i>
▲   ▲   ▲	▲   ▲   ▲	▲   ▲   ▲

**STEP 4**

*Answer the following questions:*

**During that "Greatest Team Experience" can you identify:**

- One or more of your needs that was being met?
- One or two important values that were being lived?
- Two important goals that were being accomplished?
- One or two of your strengths being utilized?

## GREATEST MOMENTS HAVE GREAT MEANING:

# Reflection Summary and Considerations

When most people engage in the "Greatest Experience Ever" reflection and subsequent questions, they have a positive and fulfilling experience. You may have felt that in your reflections, just now. Your experience in the exercise is directly connected to the time that you were reflecting upon.

Our research and work at Brivia have revealed that when our needs, values, goals and strengths are connected to important factors in the work environment, we are likely to have a very satisfying and fulfilling experience. We call that experience meaningful.

Most people also report that when they are experiencing meaning with one or more aspects of their work they are performing at their best; their energy, focus and commitment are often high. In those moments employees report feeling their best and doing their best...even in challenging environments.

When employees are connected to meaning in their work, it fuels motivation, engagement and optimizes performance. Period.



## IMAGINE MORE MEANING AT WORK

What if you could access and activate meaning across all the people in your organization and create more meaningful moments for your employees all the time? What would that mean for trying to improve the performance of the organization?

**Email us to schedule a call today and we will:**



**1**

Connect you with one of our experts to discuss your organization



**2**

Choose the best option to move forward



**3**

Jointly execute for great results and more meaning

# brivia

CONSULTING

We Build Better Leaders,  
Engagement and Culture.

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