

Research Assessment #8

Date: March 1, 2018

Subject: The Giving Advantage: A Boost To Workplace Engagement

MLA Citation:

Tassabehji, Rola. "The Giving Advantage: A Boost To Workplace Engagement." *YPO*, Lifelong Learning, www.ypo.org/2017/10/the-giving-advantage-a-boost-to-workplace-engagement/.

Assessment:

Throughout reading and annotating the article "The Giving Advantage: A Boost To Workplace Engagement", I have learned the secret to propelling employees to perform at their absolute best. It is important to make sure that a giving environment is created within the company in order to boost employee morale and give them purpose. Just as one follows the example set by a role model or leader, the same would happen within the company as the domino effect would take place.

The article touches on the importance of supporting social causes through work which helps individuals achieve personal as well as business objectives. By helping others and being committed to a positive cause, employees are able to take a stance towards the issues that resonate the most with themselves. As the workers develop these stances, differing groups can be formed and will encourage communication within the workplace. Furthermore, it will bring the employees much closer to the company as they are the entity making all this possible. There will be more spirit and patriotism for the company as a whole.

The main point of the article aside from giving was that employees are suffering from an epidemic loss of purpose. It is important to find ways to motivate the employees and give them a reason to truly support the work that they do. With this, the entire workplace will be more efficient as a whole. A step that I could take in the future could be through hosting weekly meetings with employees and asking them why they do what they do. If they seem to come up with no answer, I will answer for them by showing them the benefits and impact of their work. Without purpose, the work being done will not be done to the absolute best and people would not really care for what they are doing.

In terms of giving, there are three important areas. The first one is giving time, the second is giving well, and the third is giving consciously and mindfully. By giving time, one should give even a few seconds of their day to smile at a stranger or some other act of kindness. When people feel recognized and important, they will be much happier and perform much more efficiently. Giving well means that an individual would give something that truly makes a difference to the recipient. Instead of solely giving people money, it is important to be sentimental and do meaningful things for another individual. This will help build a connection that can last a lifetime. Lastly, giving consciously and mindfully means to not overdo or underdo it. When a

person does something too many times, it can be taken for granted. When it is done too less, it can seem as if one does not care at all.

Overall, the solution with companies in order to boost workplace engagement is to create a giving culture. When people ignite giving, they not only help immediate people but also inspire and influence others in the company to do the exact same.