

## About Engage

**Engage** is a robust, empirically validated, online diagnostic tool tailor-made for change and development contexts. It identifies an individual's readiness for change, highlights key barriers and drivers for success, and provides a proven methodology to affect positive outcomes.

**Engage** also assesses teams, departments or whole organisations. For the first time appropriate interventions can be selected and measured based on data, to demonstrate return on investment.

## How Engage works

**Engage** offers scientific insight into a number of key psychological constructs which determine success. These include things such as resilience, self-perception, communication, performance, productivity, openness, commitment and engagement. A person's ability to engage in change has significant impact on sustainable change.

## How Engage differs

**Engage** measures those factors which underpin behaviours, rather than the behaviours themselves. This facilitates a deeper insight and allows the non-psychologist to work safely with psychological constructs.

Highly versatile. Engage is suitable for use at any grade or level, and can be used as a stand-alone measure, or to complement existing methods.

## Why Engagement is important

Research indicates that the more engaged a person is the more likely they are to succeed. **Engagement**, therefore, is one of the key determinants of long term sustainable change.

The recognised benefits of improving engagement include:

- ✓ Improved revenues, profitability and customer service
- ✓ Increased performance, productivity and staff retention
- ✓ Increased learning and development
- ✓ Increased commitment and empowerment
- ✓ Increased job satisfaction, reduced absenteeism

## Engage Reports

Individual reports offer a highly personalised Engage profile, along with a practical robust coaching methodology to affect positive change. The Impact Report shows the degree of shift at an individual level over time, driving ROI data.

The Organisation and Change Readiness reports are unique in providing powerful insight across teams, or departments. The results help managers to select appropriate interventions and assess success at key project milestones.

# Benefits

- ✓ Measures impact and Return on Investment (ROI)
- ✓ Tailor-made for change and development
- ✓ Identifies drivers and barriers to performance
- ✓ Clear guidance on how to drive improvements
- ✓ Intuitive and easy to use reports
- ✓ Empirically researched, evidence-based
- ✓ Can be used at any grade or level
- ✓ Complements existing tools and methods
- ✓ Level B (Personality) not required
- ✓ Allows non-psychologist to work safely with psychological constructs

## Performance Appraisals

**Engage** is a highly useful tool particularly for the Line Manager with development responsibility for their team. **Engage** provides a powerful coaching template to follow, resulting in a focused development discussion.

## Evaluation + Impact Measure

Used pre and post development, **Engage** is a powerful tool for measuring **impact** and evaluating effectiveness. This can guide future design and provides the organisation with important metrics to capture return on investment data.

## Change Programmes

**Engage** assesses an organisation's "change readiness". The resulting data can be utilised to drive appropriate interventions, identify change ambassadors (as well as resisters), and measure the impact of interventions at key project milestones. A must-have for boards, HR and transition directors.

## Coaching

**Engage** offers structure and guidance to any coaching intervention, facilitating a highly focussed and tailored approach. **Engage** gets to the heart of issues quickly, and provides the "how to".

## Coaching Culture

For organisations committed to developing all employees within their workforce, **Engage** provides a practical solution on a larger scale.

## Leadership Programmes

**Engage** offers a powerful insight into the 'SELF', raising self-awareness and encouraging ownership and responsibility for personal development. **Engage** not only provides an important benchmark at the start of a programme, but offers a 'live' working document to support growth as emerging leaders develop and fine tune leadership competence.

## On-Boarding Tool

Used as an on-boarding tool **Engage** supports the induction process for new employees entering an organisation (especially useful for a graduate population). **Engage** supports this transition by highlighting the key drivers and barriers to performance improvements, providing a fast track solution to induction.

## Out-Placement

**Engage** provides a powerful assessment of personal thoughts and beliefs which hinder, or accelerate, a successful transition into a new job. Working with the results gives the candidate a significantly improved chance of success through what is typically a stressful time.

## Talent Management

**Engage** identifies a person's readiness for change. This can provide important benchmark data to support a more focused talent management strategy to ensure talent development is optimised. A real bonus for organisations everywhere.