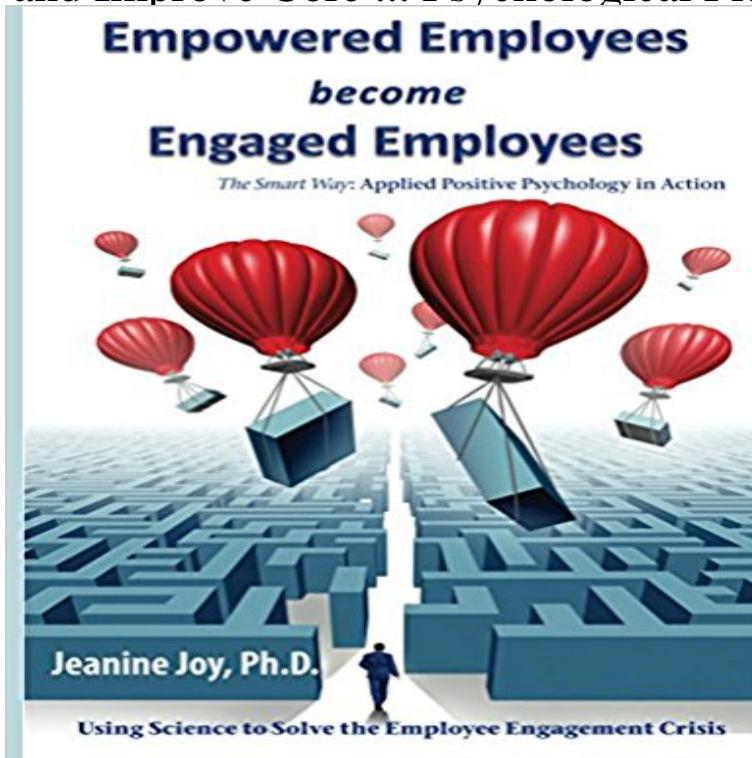


Empowered Employees are Engaged Employees: Using Science to Solve the Employee Engagement Crisis: The Smart Way to Manage Emotions, and Improve Core ... Psychological Flexibility, Emot



Your organization can achieve the ultimate competitive advantage of enthusiastic and empowered employees if your aim at the right target in your employee engagement program. Strategies to increase engagement based on research help you achieve your goals. Employee Engagement lingers around 30%, with 20% of employees actively disengaged and half not engaged because traditional methods of increasing employee engagement aim at the wrong target. Individual employee characteristics--the way they think about work and life--as well as their stress levels have a tremendous impact on employee engagement. Until now this aspect of engagement has been largely ignored because management couldn't do anything about it. You can't hire for resilience, Psychological Capital, Psychological Flexibility, growth mindset, internal locus of control or optimism because it creates a disparate impact on minorities and low-income populations. New research has opened up a way to help employees effectively develop the ability to enhance these skills so while you can't hire for them, you can train them and reap the considerable benefits they deliver.

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