

7 Ways to Help You Stay Engaged

1. Before you can talk about others engagement, remember that it all starts with you. Make a conscious choice to become engaged in your work. Be honest with yourself about your level of engagement. It's ok if you have become disengaged. It happens. It is tough to remain energized when you have heard NO too often, but keep challenging yourself and others. The following points are ways to reengage yourself
2. Do a good job. Complete your work on time and with enthusiasm. Go above and beyond what's expected of you by suggesting areas of further work on the project. Step up to the plate for every duty you're tasked with; being dependable is a starting point to being engaged.
3. Volunteer for leadership positions. Work on office committees during your own time or as part of your day-to-day tasks. Getting involved with areas which move the company forward, even if they fall outside of your regular job description, demonstrates your commitment to the company's success. Offer to take on additional training if it can help you do your job better.
4. It's about making a business case of what's best for Penn, your department, your supervisor and you. Tell your supervisor about ideas you have to make your work more efficient. If it involves a new piece of equipment or supplies, demonstrate how the added cost will pay in terms of your productivity. Involve your finance people early on so they can help share your story.
5. You do not have to be in this alone. Have a support system of peers who you can exchange stories and share ideas with. This network will ultimately help you be more effective and get work done.
6. Keep a positive attitude. Express optimism and good humor at the workplace; refrain from complaining. This is not only professional; remaining positive will help you to enjoy your work more and become more engaged. How can you expect your employees to be positive and have energy when you don't?
7. Engagement will require an increased amount of energy and effort on your part. Without the real desire to put this effort in, engagement will be difficult. Energy can come from promoting the organization at work and in your day-to-day life. Share the company's vision and values in your conversations with co-workers and customers. Being an advocate for the business is a way to feel good about the job you do and the positive results that come from your engagement in your work. Bottom-line, keep in mind why you wanted to work at Penn in the first place. Education, Research, Interdisciplinary Collaboration and Global Impact – This is why Penn exists. This is why we all have a job.