A logo for a community

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**NEXT MEETING**

**Wednesday Feb 26th at 1pm.**

**Topic:**

**“Employee Engagement”**

**FEBRUARY 2025 NEWSLETTER**

**The Belonging Builder Playbook**

**In January, we completed Chapter 1: Employee Retention and Turnover Costs (See Attached)**

**In February, we will be looking at creating Chapter 2 and how to create a sense of belonging.**

**Pain Point**: Disengaged employees are less productive, innovative, and invested in the organization’s success.

**Solution**: A sense of belonging increases engagement, motivation, and performance.

*Motivation is becoming a more important consideration in today’s workplaces. A*[*new report from payroll and HR management software company ADP*](https://www.adpresearch.com/wp-content/uploads/2025/01/PAW2025_Engagement_v7.pdf)*found that the percentage of Canadian workers who are fully engaged in their work decreased to 19 per cent in 2024 from 22 per cent in 2023.*

A person sitting on a chair with a computer

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“*Motivational factors should not be confused with baseline factors that an employee requires to do their job, including adequate pay, a computer or a safe working environment. “All of these are essential, but they’re not motivator.” “But if you don’t have them, they’re demotivators. If you want to motivate people, it’s not going to be through giving them fair working conditions.”* Jean-Nicolas Reyt (Globe &Mail Feb 13th 2025)

https://www.theglobeandmail.com/business/article-as-employee-engagement-drops-heres-how-leaders-can-motivate-without/

Vinicius "amnx" Aman-Unsplash

“*The goal of a conversation is not to win, its not to convince the other person, it’s simply to understand what they are trying to tell you*.” Charles Duhigg.

**Book of the Month**

A book cover with text

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Please direct any questions or comment to**:** info@commonsensehr.ca

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