



6

RESEARCH- BACKED DRIVERS OF ENGAGEMENT

We don't give our best because we're told to. We give our best when we believe the work matters, and when we know we matter.

These six research-backed drivers show leaders how to unlock both, strengthening teams right away.



Mission Alignment

Purpose fuels performance. Show people how their daily work connects to the mission. Share stories, not just stats.

Trust drives engagement. Lead with clarity, transparency, and consistent communication.

Leadership & Communication



Growth & Development

Growth fuels hope. Provide stretch opportunities, ask about aspirations, and build on strengths.

Well-being is the foundation. Model boundaries, normalize breaks, and adjust workloads where possible.

Work Environment & Well-Being



Recognition & Appreciation

Recognition is fuel. Keep it specific, timely, and meaningful. Build rituals of appreciation.

Belonging builds resilience. Invite voices, rotate roles, and create spaces where everyone feels valued.

Inclusion & Belonging



Engagement isn't built in one big initiative. It's built moment by moment.

If you're ready to unlock deeper engagement in your organization, reach out to Positively Partners. We're here to help you turn insight into action!

