



TTI  
SUCCESS  
INSIGHTS®

# 8 Factors of Engagement

## Individual Report

**Sample 01**

04.21.2024

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# Introduction

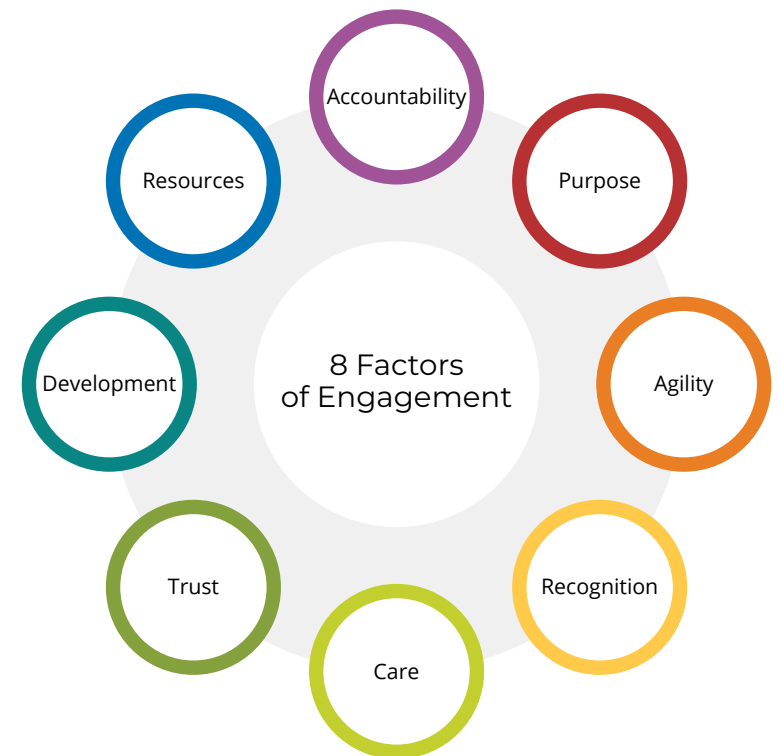


The **8 Factors of Engagement** (8FE ) individual profile will allow you to understand your personal level of engagement and how to take an active role in achieving and maintaining a high level of employee engagement for yourself. This profile will help you to be better prepared to engage with your team members and leadership. You will also learn to create action items on both an individual and collective level that will chart your course toward building an employee led culture of engagement in your organization.

The **8 Factors of Engagement** is proven to be the most balanced and actionable engagement model available to organizations, teams, and individuals. Created by Dr. Robert T. Sicora and his Crew, 8FE is based on years of global organizational initiatives and in-depth metadata analysis and research.

The **8 Factors of Engagement** is grounded in the simple concept that each one of us has all eight of the factors within us, and we need them all to function to be completely engaged. Linked to the DISC behavioral model and the eight segments of the Success Insights® Wheel, the 8FE ensures a balanced, holistic framework. Note: The colors associated with the 8FE model directly link to the eight behavioral segments on the wheel.

The **8 Factors of Engagement** continues to be validated through rigorous research and analysis performed by Sicora, TTI Success Insights, and other independent researchers.



# Engagement Hierarchy



When factors are combined, a powerful hierarchy emerges, creating the foundational building blocks for increased levels of employee engagement. This graphic represents the balanced and ideal order to build a strong employee engagement Pyramid.

The factors of Purpose and Accountability combine to form your Foundational Factors. Ideally, the Foundational Factors are your highest scores, allowing for a solid base of engagement. If it is not your highest combined factors, or falls below a 4.0, this is where you should begin working to build your foundation.

Once you have established a strong foundation, work from the bottom up to build your employee engagement pyramid.

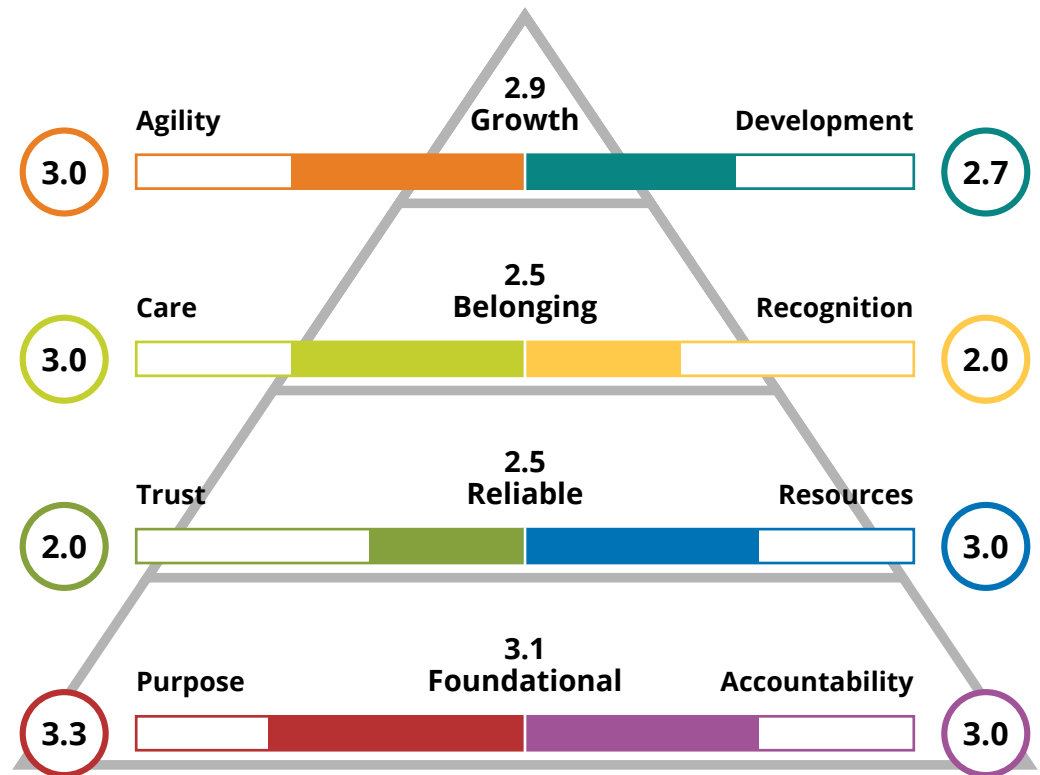
Your **Calculated Engagement Score** is an average score based upon your responses to the statements. Your Calculated Score suggests that you are Not Engaged.

**2.8**

Individual engagement is measured at three levels:

- Actively Engaged 4.0 and above
- Cautiously Engaged 3.0 – 3.9
- Not Engaged 2.9 and below

Your response to the statement "I am completely engaged."  
**Neutral**



Is your Foundational Factor of Purpose and Accountability less than 4?  
 What actions can you take and who within your organization can you ask for help to build or strengthen your foundation of engagement?  
 If your Foundational Factor is above 4, what two or three other factors are a priority for you?

# Foundational Factors



*Purpose and Accountability make up the Foundational Factors. Your understanding of the shared purpose of your organization is critical for you to be actively engaged. If you do not understand your purpose, you are simply collecting a paycheck. When accountability is added to purpose, it ensures that you know exactly what is expected to get the job done and how you contribute to the overall purpose of the organization.*

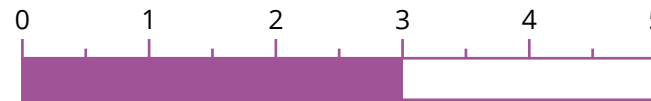
**Purpose** The alignment of passion and talent toward accomplishing a shared mission.



3.3

- My work clearly aligns with the goals of the organization.
- Sometimes I have the opportunity to do work that I am passionate about.
- My work somewhat contributes to the mission/vision of the organization.

**Accountability** Setting and maintaining high quality standards of performance.



3.0

- Expectations are clear to enable me to do great work.
- Performance standards are not always set or maintained consistently by my organization.
- My colleagues are not held accountable for their quality of work.

Actively Engaged 4.0 and above ● Cautiously Engaged 3.0 – 3.9 ● Not Engaged 2.9 and below

What are your observations and reflections when looking at your scores and statements of engagement?

What two or three statements stand out to you the most as needing immediate attention?

Looking at the statements selected, what are two or three things you can do to help increase your engagement?

What kinds of support could you benefit from to help your engagement in regards to those statements?

# Reliable Factors



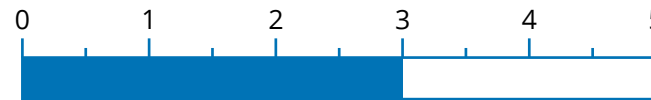
*Resources and Trust make up the Reliable Factors. These two factors are necessary for getting your work done and building the next layer of your pyramid. As an employee, you must rely on the fact that resources will be available to you and allow you to perform the duties of your job. Trust is the most valued currency in any relationship and organization, and mutual trust and reliability must be established to make sure that the job will get done.*

**Trust** A belief in the reliability, authenticity, and consistency found in others and self.



2.0

**Resources** The materials, people, and information needed to get work done.



3.0

- I do not always have someone at work that I trust.
- We do not trust each other to get work done.
- My organization's leadership is not consistent with what they say and do.

- We have the right people to get the job done.
- I lack some of the resources I need to get my work done.
- I do not have the information I need to get my work done.

Actively Engaged 4.0 and above ● Cautiously Engaged 3.0 – 3.9 ● Not Engaged 2.9 and below

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# Belonging Factors



*The Belonging Factors are made up of Recognition and Care. Many things motivate you to keep working. Some are intrinsic, but in the long term, if you are not acknowledged or recognized, it will start to wear you down. This doesn't happen overnight, but your sense of belonging is a critical component in your long-term commitment to the organization. Acknowledgement encourages you to continue to raise the bar, but this must be done in the spirit of care. When you care for and know that you are cared for by others, a powerful bond is created. This helps to create a sense of belonging in your organization.*

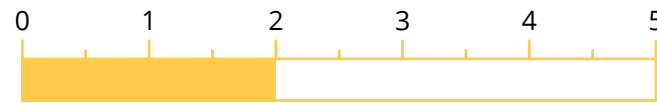
**Care** The genuine concern for and interest in others.



3.0

- I feel somewhat cared for by my supervisor.
- Team members somewhat care about each other.
- My organization somewhat cares about the people we serve.

**Recognition** Acknowledgement of contributions and performance are fair and given in the right way.



2.0

- I am sometimes recognized in the right way for the work I do.
- Recognition is not distributed fairly when we win as a team.
- My organization's culture does not encourage or acknowledge when views and opinions are shared.

Actively Engaged 4.0 and above ● Cautiously Engaged 3.0 – 3.9 ● Not Engaged 2.9 and below

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# Growth Factors



The Growth Factors consist of Development and Agility. These factors sit at the top of your pyramid because this is where you become more self-actualized. Your learning agility determines your ability to move on to the next opportunity and continue your development throughout your career. It is important for you to know how to continuously develop and grow, maintaining your level of engagement in the future.

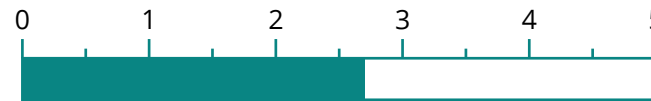
**Agility** The ability to quickly and easily adapt in a new situation.



3.0

- I am strongly encouraged to find new and better ways of getting work done.
- My team cautiously adapts to new situations.
- New and challenging work assignments are not created for staff in my organization.

**Development** Professional growth through education, mentoring, and experience.



2.7

- I am infrequently given development opportunities that allow me to be successful in my role.
- My organization provides limited opportunities to develop knowledge and skills outside my work area.
- I rarely have discussions/talks about my performance and development.

Actively Engaged 4.0 and above ● Cautiously Engaged 3.0 – 3.9 ● Not Engaged 2.9 and below

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## Appreciative Inquiry

What can I do to help improve a specific factor or statement?

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What can the team do to improve a specific factor or statement?

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What can Leadership and the Organization start/stop/or continue doing?

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How do you ensure a shift to an employee-led culture of engagement?

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# Action Planning



## Critical attributes to creating an employee-led culture of engagement:

- Prioritize your action items from the bottom of the pyramid up.
- Chose a critical few. Don't take on too much. Go through the statements one by one and choose 1-3 to focus on addressing.
- Develop habits. It takes 90 days to make a habit, so plan for a marathon, not a sprint.
- Action items should be chosen by employees. A good practice is implementing action committees with a cross section of employees from different departments.
- Ensuring executive sponsorship.
- As you identify next steps, assign clear accountability.

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