



Lack of Involvement in Decisions

How is Work Managed

Engaging with Workers

- Failing to engage workers in decisions which affect them directly has the potential to negatively affect the culture within a workplace.
- Poor workplace culture can be correlated directly to reduced worker satisfaction, attendance, compliance and a reduction in productivity.
- There is a risk that not involving workers may instigate a partitioning effect resulting in an us and them attitude and has the potential for a belief that of things are being done to them rather than for them.
- Maximising worker engagement where possible fosters a sense of community and unity known to improve productivity and commitment the workplace.

What Motivates Us

- Human beings have a drive toward seeking repeating gratifying behaviour.
- Our brain literally rewards us chemically for performing behaviour which it believes is beneficial to us.
- Furthermore, it seeks to repeat the rewarding behaviour to create a pattern.
- However, it will also actively push us away from behaviour that appears to be futile or redundant.
- Involving workers in decision making provides a sense of achievement, empowerment and self-determination.

Easy Methods for Engaging with Workers

- Involving workers in decisions can be as simple as presenting the subject for which you have considered a potential solution and asking for workers' opinions.
- Ensuring the “quiet” employees are actively included in any discussion.
- Consider all proposals and avoid undermining an opinion due to a perceived lack of knowledge or experience on behalf of a worker. Everyone has a capacity for a light bulb moment.
- If suggestions are not practical or unworkable, take the time to explain why. Knowing of an issue is significantly different from understanding it.

Benefits of Engaging with Workers Opinions

- Workers will provide a subjective view of a solution and may provide insight from a different perspective.
- In the event of a failure to agree. Ask the workers what they would suggest if they were in your position. This may provide perspective from your position and research indicates that when providing advice individuals tend to be more objective.
- When workers are contributing, ensure that you act engaged. Lean into the conversation and be physically present during the discussion.
- The important goal during communication is to provide a sense of being heard.
- Educating and consulting with workers should be viewed as building resources for the future.
- These practices are particularly effective in small business operations.