



Road to Flourishing: Eight Keys to Boost Employee Engagement and Well-Being

Culture is the Key to a Flourishing, God Honoring Workplace

Be sure you know the condition of your flocks. Proverbs 27:22a

Be shepherds of God's flock that is under your care, watching over them- not because you must, but. Because you are willing, as God wants you to be. 1Peter5:2

Planted in the house of the Lord, they will flourish in the courts of our God. Psalms 92:13

Current situation:

- The harvest is great, the workers are few.
- In the United States, Gallup reports 48% of employees are actively job searching or watching for opportunities. In Canada, this trend is less exaggerated.
- In the US, 4.25 million Americans quit their jobs this January and the trend continues.
- At the same time, there are 10.7 million open jobs.

What is workplace Culture?

Culture can be thought of as “how we do things around here.” It comprises the shared beliefs and values of a group, expressed in priorities, decisions, and above all behaviors.

In formal and informal ways, culture is established by the people in the group with the greatest perceived authority and status—usually identified leaders.

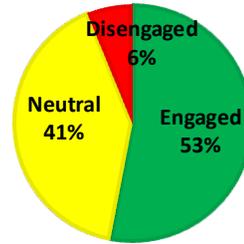
Workplace culture impacts employee engagement. Three levels of employee engagement:

Engaged: Engaged employees work with passion and feel a profound connection to their mission. They drive innovation and move the organization forward.

Neutral (Not Engaged): Not engaged employees are essentially “checked out.” They sleepwalk through their workday. They put the time in, but not energy or passion.

Actively Disengaged: Actively disengaged employees are more than unhappy at work. They make their unhappiness known, too. Every day, these workers undermine what their engaged co-workers accomplish.

ENGAGEMENT LEVELS FOR CHRISTIAN MINISTRIES



Source: BCWI Data from 48,600 workers globally. 2021

Unfortunately, many employees are *not* engaged or are actively disengaged.

- The lost productivity of not engaged and actively **disengaged employees is equal to 18% of their annual salary.** (Per Gallup)
- For a company of 100 employees with an average salary of \$50,000 each, disengagement costs **\$396,000 a year.**



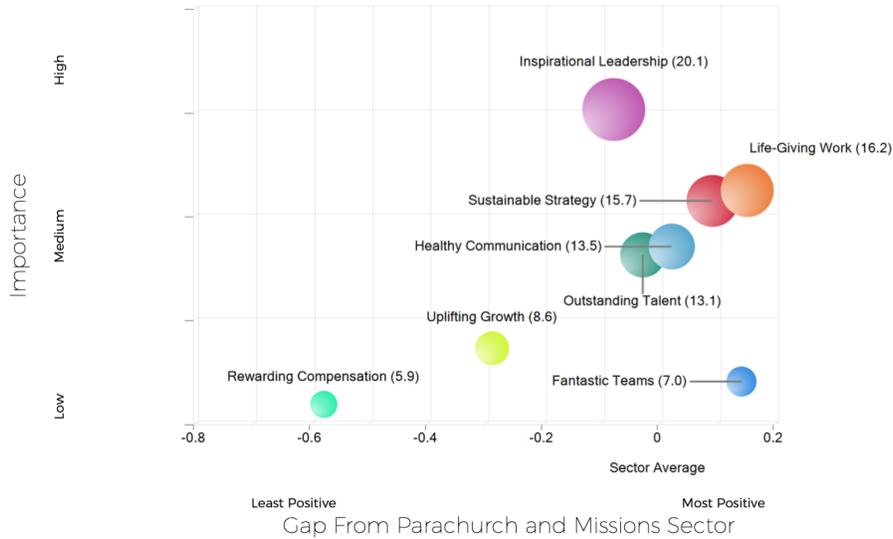
We call these the eight keys to a flourishing workplace culture, represented by the acronym FLOURISH.

1. **Fantastic teams.** Flourishing cultures nourish cohesive teams that effectively engage in passionate, open dialogue. Because they function so well together, these teams accomplish more than what any one individual can do on their own.

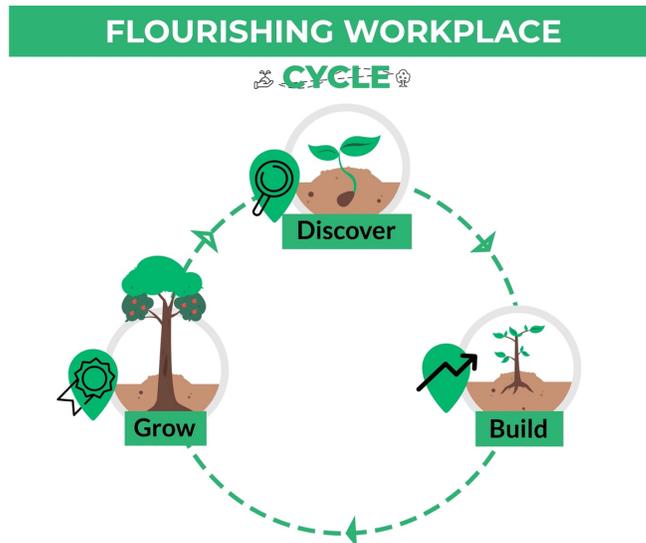
2. **Life-giving work.** Flourishing cultures engage people in work that is full of meaning, significance, and purpose. Staff members are devoted to their role and can utilize their skills and spiritual gifts in what they do.
3. **Outstanding talent.** Flourishing cultures engage highly qualified people with the necessary calling, character, competence, chemistry, and contribution to achieve the organization's mission. They recruit outstanding talent and then reward, retain, and promote it.
4. **Uplifting growth.** Flourishing cultures raise the performance of individuals, teams, and the organization to meet the challenges of a changing world. Growth emerges from a combination of job-related experience, insightful interaction with supervisors and coaches, and continuing education.
5. **Rewarding compensation.** Flourishing cultures provide significant, tangible remuneration and benefits for employees' service. Equitable total compensation plans provide employees with peace of mind that their personal and family financial needs are being met and that their employer values their contribution.
6. **Inspirational leadership.** Flourishing cultures have leaders who both exhibit good character and are competent to lead. The organization proactively selects, promotes, and trains such leaders who have a genuine, deep, vibrant relationship with Christ.
7. **Sustainable strategy.** Flourishing cultures follow a deliberate, effective approach to serve their constituents. They have an excellent business plan to meet the need the organization has set out to remedy and to achieve the organization's material, vision. do not copy or distribute.
8. **Healthy communication.** Flourishing cultures feature an environment of open dialogue between employees and leaders who seek for and act on employees' suggestions and explain the reasons behind decisions. The organization values diversity and maintains a climate of mutual accountability, innovation, and unity.

The Importance of Each Key:

FLOURISH Drivers: Positioned by Importance



Creating a Flourishing Workplace



What's the first step on the Road to Flourishing?