

How to Keep Staff Engaged

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5 Ways to Help Your Staff Feel and Work their Best



Your staff may show up to work, but are they really *there* giving the firm their full attention?

Your employees should not only be engaged in their work, but also committed to the firm's mission. In fact, evidence shows that the more engaged employees are in what they do, the better their performance and the higher the rewards for everyone.

Here are five tips for giving staff what they need to help them feel and work their best.

- 1. Let go of any negative opinions you may have about your employees. Approach each of them as a source of unique knowledge with something valuable to contribute to the firm. Remember that you are co-creating the achievement of a vision with them.**
- 2. Clearly communicate what's expected of employees—what the firm values and vision are, and how the company defines success. Employees can't perform well or be productive if they don't clearly know what it is they're there to do—and the part they play in the overall success of the firm. Be sure to communicate your expectations, and to do it often.**

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3. Get to know your employees, especially their goals, their stressors, what excites them and how they each define success. Show an interest in their well being and do what it takes to enable them to feel more fulfilled and better balanced.

4. Constantly ask how you are doing in your employees' eyes. To get strong at this skill and to model it for employees, begin dialogs with employees using conversation starters such as, “It's one of my goals to constantly improve myself as a lawyer. What would you like to see me do differently? What could I be doing to make your job easier?” Be sure to accept feedback graciously and to express appreciation.

5. Reward & recognize employees in ways that are meaningful to them (that's why getting to know your employees is so important). And remember to celebrate both accomplishments and efforts to give employees working on long-term goals a boost.

While your talents no doubt help drive the firm, **employees are truly the firm's greatest assets.** Their ideas, feedback, and enthusiasm will help grow business and help the firm succeed.

When employees are happy, the firm will be happy as well.

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