



# 8 Steps Managers Can Take to Develop a Rich Environment for Their Team to Blossom

Gallup's *State of the American Workplace* study highlighted the single greatest thing organizations can do to increase employee engagement: **Hire the right managers.** In fact, the study says that if you hire a manager who is disengaged, the group they manage is three times more likely to be disengaged. But even if you hire highly engaged managers, they still need to know (and do) the most effective things to bring their team to best-in-class levels of engagement. **Here are our top tips for cultivating a rich environment for employees to flourish.**



Develop transparency in your goals as a manager—employees will know what is required by them and the rewards of performing tasks.



Don't let your employees get overshadowed by big overhauls of their job—you may miss out on an employee's biggest strengths.



Put a reminder in your calendar to carve out one hour each week to recognize employees who do great work or accomplish great outcomes.



Encourage your employees to reach out to and support each other. Fostering a level of trust and care will go a long way in ensuring their success.





Cheerlead your employees' progress. Setting time aside for short, two- to three-minute conversations will show them that you care about their success.



Have a career development conversation with each of your direct reports during the last quarter.



During the career development conversation, ask employees where they want to be in six months or a year, and offer to help them achieve that career objective.



Ask employees what things get them passionate and excited about their job. Then, ask them what things disengage them while at work.

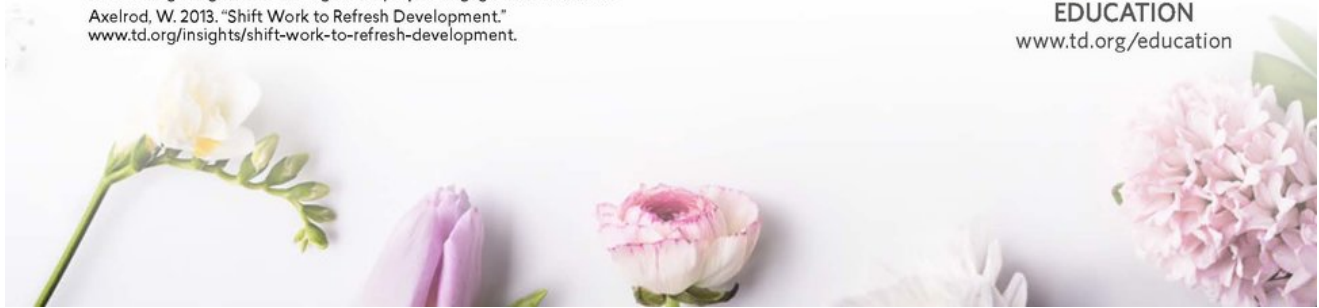
### Ready to take an active role in building a positive company culture?

Connect with an ATD Professional Development Specialist to learn what courses they'd recommend you take based on your current role, skills, and career goals. Call 855.404.2783.

**Sources:**

Sheridan, K. 2016. "The Manager's Employee Engagement Checklist." [www.td.org/insights/the-managers-employee-engagement-checklist](http://www.td.org/insights/the-managers-employee-engagement-checklist).  
 Axelrod, W. 2013. "Shift Work to Refresh Development." [www.td.org/insights/shift-work-to-refresh-development](http://www.td.org/insights/shift-work-to-refresh-development).

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[This poster from the Association for Talent Development](#) has some great tips for managers on creating a more positive environment for the people they supervise. Check it out!