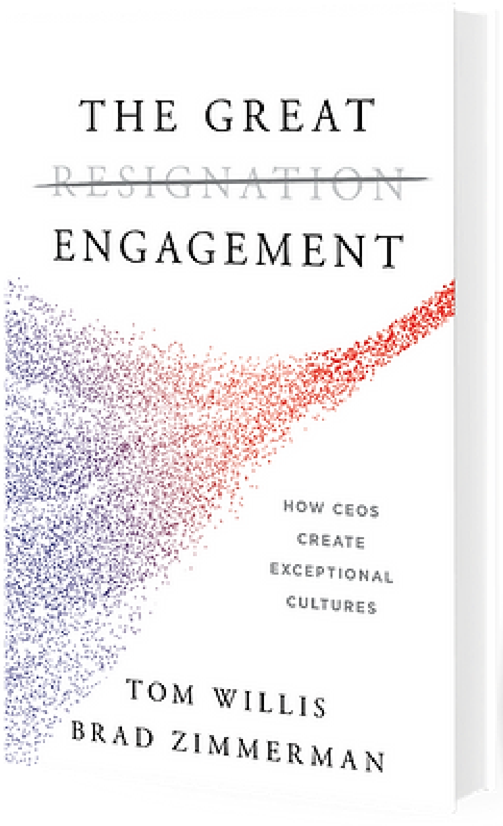
# Kevin Interview Prep Sheet




## THE GREAT ~~Resignation~~ ENGAGEMENT

Many companies don't reach their full potential. Their teams are being held back and leaders can't understand why.

That's frustrating.

In the time of the Great Resignation, it's more critical than ever that every team member is engaged in what they do. If they're not, the consequences are serious; here are a few to consider:

- Two-thirds of US workers feel disengaged; and of those, 74 percent are either actively looking for new work or are open to new opportunities. {Gallup}
- Productivity and profitability fall. According to the American Psychological Association, the stress associated with not being fully engaged at work costs the US economy 550 million days off a year, at a cost of $500 billion.
- And ultimately, the best people leave for reasons not fully understood.

## Suggested Question for Discussion

1. How can companies identify and address the factors that hold their teams back from reaching their full potential?
2. What strategies can organizations implement to enhance team engagement during this period of high job turnover?
3. How does disengagement impact productivity and profitability, and what are the ripple effects on the broader economy?
4. Are there any common trends or reasons why employees become disengaged, and how can these be mitigated?
5. What are some best practices for retaining top talent during the Great Resignation, considering the risk of losing them to unknown factors?
6. How can leaders proactively address employee disengagement to prevent the loss of valuable team members?
7. In what ways can companies foster a culture of engagement and job satisfaction to counteract the negative effects of disengagement?
8. What role does stress play in the disengagement of employees, and how can organizations alleviate this stress effectively?
9. What lessons can be drawn from successful companies that have managed to keep their best people engaged and motivated during the Great Resignation?