Dear Colleagues,

When we launched Engagement @ Harvard earlier this academic year, we shared our aim to provide opportunities for reflection, connection and direction as a university community. Our goal is to provide pertinent information and educational experiences to help strengthen our employees’ engagement at Harvard. As part of this process, you'll find relevant articles and videos from some of the foremost experts on engagement, focusing on leadership, personal productivity, and team-building. You'll also find invitations to connect on social media and participate in a number of on-campus and online activities designed to help you explore your professional development.

**Know your personal strengths**

Building awareness of your own strengths and needs at work are the building blocks for becoming more engaged in your role and workplace. Research supports the need to know "What Drives You?" The Gallop organization found that “people who use their strengths every day are six times more likely to be engaged in their work and three times more likely to say they have an excellent quality of life.”

**Assess your daily progress on important work**

HBS Professor Teresa Amabile believes that our greatest motivator on the job is the ability to make daily progress on important work, which she has labelled the Progress Principle. In her article, co-written with Steven Kramer, The Power of Small Wins, Professor Amabile discusses the role that managers and leaders play in providing the resources and environment for daily forward progress.

**Understand your values and motivations**

While we share common motivational drivers, it is important to assess and recognize our personal drives and motivators. As you develop awareness of your own values and motivations, you might enjoy this video from Daniel Pink discussing his book, Drive: The Surprising Truth about What Motivates Us. Reflecting on your values and motivations will help you better understand yourself and others - making work efforts more effective and engaging.

I invite you to join the conversation on Twitter and LinkedIn and to enroll in any of our Engagement @ Harvard programs: Building Employee Engagement, What Drives You?, Engaging Conversations, Embracing Change and Innovation, and Career Check-up.

Sincerely,

Marilyn