

What engaged people say



We ask lots of people to think about a time when they have felt really engaged at work. We don't tell them what we mean – we ask them to tell us what engagement means to them by remembering a job or a project that stood out in their memory. We cannot repeat all the stories here, but these are some of the memorable words people use to describe what they mean by engagement.

“I loved working there”

“I was involved and included”

“My input was valued – more than that; I felt respected”

“It was my choice; nobody was standing over me. I wanted to give everything”

“It was like being in the flow; always on the look out and often saying – I can use that at work”

“I felt in control over what I was doing”

“I owned it – I was responsible for my own work”

“I never felt more like I could influence the way things turned out”

“I was learning from my colleagues”

“I could be myself, and people valued me for what I am”

“Challenged and stretched, but with the support of the management team”

“I knew where we were going – there was a clear vision”

“We were working towards clear outcomes”

“I was in regular face to face contact with others”

“I was getting lots done quickly”

“We were working in a can-do team. The bias was for action”

“We achieved tons. I felt so proud of what we got done”

“It's corny, but we felt like going the extra mile. We wanted to!”

“I felt energised. I wanted to get to work in the morning”

“I believed in what we were doing”

“I was having such fun. I had great colleagues and we sparked off each other”