

## What's Love Got to Do With Employee Engagement?



Photo by [Tim Marshall](#) on [Unsplash](#)

*"Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not self-seeking, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth."*

*1 Corinthians 13: 4-7*

You may be familiar with the above scripture which is often used during wedding ceremonies or as Valentine's Day greeting card sentiments.

Some would say that the word "love" has no place in the workplace. That this emotion shouldn't be discussed. I see it a bit differently.

So we know that keeping employees engaged means to create work environments where meaningful relationships are front and center. Transformations cannot occur without meaningful relationships. Meaningful relationships cannot occur without the presence of love.

Today, there is a wealth of wonderful, scientifically based research available regarding employee engagement and many businesses are implementing rigorous processes to keep their employees engaged. Though I often wonder if we are making this all a bit too complicated.

Perhaps it is too simple but at the end of the day, aren't we all just humans that crave connection and want to belong? Aren't we all built to be in relationship and designed for love? Don't we all want to work in organizations that are psychologically safe and provide connections for us? If that is present, aren't we engaged?

Love is at the core of psychologically safe environments.

Think about how the attributes listed above are embedded throughout. When we feel that others are patient with us and kind in the way we are spoken to. When we feel a part of a group that puts the team first vs. everyone being out for themselves. When others are not boastful and self-serving. When we know we are held accountable and then celebrated for our good work. When we can freely speak our minds without fear of retribution. When we feel safe.

When people have strong relationships with their direct manager and their teammates, they are engaged. Employees who feel loved perform better. Employees who feel loved are engaged.

As leaders, your acts of love are expressed when you make that personal connection with each individual who reports to you. It begins with you.

Happy "Love in Action" Day!

### Give Yourself Some Love!



**Change  
Management**  
Fundamentals

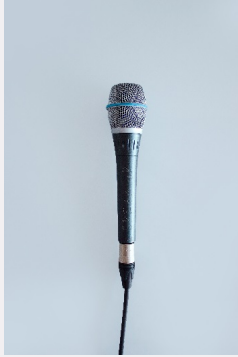
Using proven methodologies, our capstone online course is grounded in organizational change theory and is designed to support your personal and leadership development as well as your skills as a change agent.

Expand your skills today at your own convenience! Lead change initiatives tomorrow!

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### Upcoming Speaking Events

Society of Information Management



**"How to Make Your Change Leadership Magic Happen!"**

Thursday, March 5  
Founding Farmers, King of Prussia

**Beacon Women's Dine Around  
"How to Make Your Change Leadership Magic Happen!"**

Tuesday, April 7  
Bonefish Grill, King of Prussia

**Lancaster County Society Human Resource Management  
"Excuse Me....My Change Style is Showing!"**

Friday, April 24  
Lancaster Intermediate Unit, Lancaster

**Upcoming Get Togethers**

**Assoc of Change Management Professionals Happy Hour**

Thursday, February 13 4:30

**RSVP: Feb 12**

La Cabra Brewing, Berwyn, PA

**Philly Org Change Management Meet Up**

Wed, April 15 6:00 PM

TBD

(Join the group to stay up to date)



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