



ENGAGE 2.0

ENGAGE is the State's approach to professional development, bringing supervisors and team members together to have monthly coaching and developmental conversations. In addition to monthly conversations, team member evaluations and supervisor upward feedback opportunities occur in March and September.

Why is ENGAGE important?

Creates a deeper, more meaningful development conversation and positions team members for future success.

Facilitates discussion for clear expectations between both the supervisor and team member.

Helps the State identify top performers and is used as a criterion in the Professional and Leadership Development Award (PLDA).



Evaluations

ENGAGE is the perfect blend of coaching and feedback for professional development because it helps redirect performance to meet expectations. A McKinsey study found that 72% report a positive work experience when leaders provide support and consultation along with challenges to help them learn and grow. Use these conversations to highlight your accomplishments and areas of growth over the last six months.



Upward Feedback

This process allows team members to provide their supervisors with opportunities for growth and development. It is 100% anonymous. No names are ever associated with feedback, regardless of team size. The primary goals for Upward Feedback are to:

- Provide support for people leaders
- Emphasize a growth mindset across the State of Missouri
- Improve team performance

PLDA

This program uses ENGAGE scores as the foundation to reward and recognize the top performers among State team members.

Through this opportunity, we highlight and celebrate the amazing work of State team members while further investing in their professional development.

