

# ASSOCIATE TIPS

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## How to Best Engage with Employees Using Emergenetics

By Colin Yeow, Master Associate and Deputy CEO of Emergenetics

It's apt that we're focusing on How to Best Engage with Employees using Emergenetics in this issue of InterWEave which focuses on HR Analytics. After all, Emergenetics is data. **Here's how!**



### THE INDIVIDUAL REPORT(S)

Dr Geil Browning once said "If you want to understand someone better, the best thing to do is to ask them!" With the advent of Big Data, the insights you gain about an individual from day-to-day conversations can be considered Small Data, which is equally important!

**Tip: To make sense of the Profile or Tip Sheet, the best thing you can do is to have a conversation with the individual you would like to engage with.**



### THE MOBILE APP

One of the main reasons why **Emergenetics+** was developed was to create a way for employees to engage each other more effectively and more sustainably after the initial profile debrief or workshop experience.

**Tip: Be sure to encourage employees to install and use the app! The more employees are on the app, the more fun it is to use!**



### THE GROUP REPORT(S)

If insights from the Profile or Tip Sheet are considered Small Data, then maybe insights from the Combined Group Report and Dot Graph can be considered "Medium-Sized Data"!

**Tip: Consider engaging employees as a small team or group using the group reports. The Dot Graph, in particular, can be an excellent way to launch team conversations and gain new insights about team dynamics.**



### GATHERING GROUP WISDOM

If an opportunity arises to use Emergenetics in a way connected to business, the WE-BOARDING exercise is a wonderful way to gather group wisdom via a divergent, brainstorming process that is safe for both first-third and third-third Expressives!

**Tip: Use the WE-BOARDING exercise to launch a divergent process to gather group wisdom. Ask a question like "How Would Each Attribute Prefer to be Engaged?"**



## EMPOWERING LEADERS

The best thing about the WE-BOARDING exercise is that participants do not need to have their Emergenetics profiles! As long as they understand the 7 attributes, they will be able to participate. Teaching leaders to use Emergenetics through useful divergent and convergent group processes is one way to empower them!

**Tip: Teach leaders to use WE-BOARDING (diverge) together with the WEtemplate to converge group wisdom into personal actionable strategies.**



## INTEGRATE

Over time, it will be clear which aspects of the Engagement strategy work, and which do not. Begin to integrate key elements that have been effective into other areas of your organisation such as existing staff development programme or competency/leadership frameworks.

**Tip: Keep in mind the bigger vision of using Emergenetics as a language that permeates all aspects of the organisation. We call this Emergineering!**



## SUSTAINABLE STRATEGY

Recognise that each individual employee is unique and will prefer to engage in their own particular way! The strategy used to engage employees must, therefore, be a holistic one!

**Tip: Using the processes discussed above, we could begin to develop a sustainable strategy that involves holistic communication plans, engagement activities and policies that honour all attributes.**



If you would like to find out more about implementing any of these tips in a workshop or programme, please contact **Colin** at [colin.yeow@emergenetics.com](mailto:colin.yeow@emergenetics.com).