

Let's Dive In:

What if disengagement is just the organization's mirror?



5

Revealing the Impact
You Create.

**WHEN YOU ARE
NOT IN
THE ROOM**



The
Hidden
Story
of What
You Are
Really
Building

Javier Castillo Gil
TELÓN

Disengagement is a Response To what You Ignore

If you want better engagement, stop fixing people –
and fix what they're responding to.



Disengagement is never random.



The Unseen Impact

Disengagement doesn't just hurt performance.
It erodes trust, potential, and culture.

When people don't feel **seen**, they stop **showing up** fully.
→ **See their effort before it disappears.**

When **growth stalls**, they quietly **stop trying**.
→ **Create progress they can feel.**

When **no one listens**, ideas go **silent** too.
→ **Make space for voices—not just output.**

When **purpose** is missing, so is **energy**.
→ **Connect the work to something that matters.**

Disengagement is leadership's quiet feedback.

What are your people responding to...
that you haven't noticed?

You Don't Motivate People— You Create Conditions

Engagement isn't something you **demand**.
It's something you **earn**.

People **disengage** from **environments**,
not from their **ambitions**.

Every **unacknowledged** effort, **unmet**
need, or **unheard** voice writes your **culture**
faster than any vision statement.

**Make it worth their energy—
so they can choose to give it.**

(Truth 5 of 7 – Stay tuned next week.)

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