

CONSULT | HR monthly update

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LEADERSHIP | UPDATE

Gamifying Employee Engagement

By Anand Srinivasan

FOUNDER, HUBBION NOV 13, 2018 CULTURE, ENGAGEMENT, BRANDING

Renowned game designer Jane McGonigal describes gamers as super empowered, hopeful individuals, attributes that she believes can be channeled into real-world contexts. The business world today really needs a lot of super empowered and hopeful employees, given that 85% of them are currently either lacking in engagement or actively disengaged. And gamification can hopefully help businesses motivate and empower a mostly listless workforce to reverse nearly \$7 trillion in lost productivity.

Gamification Works

Gamification is the application of game design and behavioral design principles to nongame contexts in order to increase engagement, boost productivity, and

Gamification continued on back



Gratitude To My Family, Friends, Clients And Colleagues

By Jennifer Martinez

As I wrap up the calendar year and we start this amazing holiday season regardless of our cultural background, I am reflecting on the gratitude I have every day.

Like every year, we all face challenging experiences both personally and professionally. However, I choose to focus on the experiences that I am grateful for and the ones I have grown from that are helping me prepare for the new year ahead.

I am grateful for the following:

- My husband Michael and my beautiful children Andrew, Adam and Isabella who are my inspiration and motivate me to be the best human being;
- All of my family on both my husband and my side which are too many to list (they know who they are) who support and love me unconditionally;
- My dear friends I have known for a long time and the new ones I have met this year (they know who they are too);
- Having the courage and support to start my own Company, Consult HR Partners, LLC and my amazing clients who gave me an opportunity year (1) and continue to work with my Company;
- Following my passion to support organizations like the American Heart Association as the co-chair for the Go Red for Women Event on February 22, 2019 and serving on the Advisory Board for Project 150, an organization doing great work for our youth;
- Volunteering to organizations by giving my time or financial donations;
- Being more aware of the importance of my health and making an effort to commit to exercise and finding the best time to fit it in my schedule;
- Traveling to attend important events like college football games as a family; And finally
- Taking time for my faith and spiritual well-being which keeps me grounded every day.

In summary, all of the above help me focus on living a purposeful life and continually moving forward.

Thank you for continuing to be a subscriber of my newsletter. I look forward to sharing exciting new information about the capabilities, services and solutions Consult HR Partners can support your companies, so stay tuned for more information in the upcoming 2019 newsletters or targeted emails.

Have a wonderful holiday season this month and be well...

EMPLOYEE | TIPS

Five Steps to Make Yourself a “Unicorn”

OK—so you probably don’t want to be a mythical creature with a horn coming out of your forehead. In the workplace, though, it can pay off to be a unicorn. Unicorn employees, explains Lisa Evans on FastCompany.com, are those who go the extra mile and have qualities that are hard to find, making them extremely valuable.

The good news? Evans says anyone can become a unicorn. Most of the qualities that make up a unicorn employee involve their mindsets. By changing your mindset, you can become that highly sought-after mythical employee with the funny-looking horn.

Evans has some suggestions on just how to go about that:

- 1. Go beyond your current job title.** Unicorn employees are curious and flexible and tend to stray beyond the confines of their current job descriptions.
- 2. Become a great teammate.** Unicorns aren’t just great employees themselves, Evans says—they also make others look good.
- 3. Raise your emotional IQ.** According to Evans, unicorns are aware of their and others’ emotions, show empathy, and can motivate people to action.
- 4. Work hard and smart.** Unicorns have strong work ethics, but they know to focus on value, rather than running the risk of burning out in the pursuit of volume.
- 5. Be coachable.** Evans says unicorn employees think in terms of personal and professional growth and own their successes and failures. They’re easily coachable because they view making errors as a part of growth.



WELLNESS | UPDATE

Boosting Your Immune System This Winter

By Michelle D’Ambra Castiglia

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- 1. Get more vitamin D.** The colder temperatures tend to bring people indoors more with less sun exposure due to shorter daylight and staying inside where it’s warm causing vitamin D levels to drop. Step outside for lunch or consider a daily vitamin D supplement.
- 2. Add more garlic to your diet.** Garlic has antibacterial and antiviral properties.
- 3. Consider probiotics.** The good bacteria found in probiotics is important for a healthy gut and digestive process. Probiotics are found in foods like kefir, cultured vegetables and yogurt.
- 4. Get more sleep and lower stress.** Both lack of sleep and stress lower the immune system.
- 5. Practice good hygiene.** Some of the germiest places are shopping carts, restaurants, public restrooms, work, movie theaters and ATM machines.

Gamification continued from front

achieve specific business outcomes. It leverages gaming dynamics like collaboration, chance, and progression to tap into employee motivators like recognition, competition, and rewards to improve engagement. A recent study confirms the effectiveness of applying gamification at work, with over 80% of employees indicating that gamification makes them more productive, more engaged, and happier.

While gamification does show a lot of promise in enhancing engagement and productivity, it is not nearly as simple as creating rewards and leaderboards or as straightforward as making the workplace fun. Successful gamification is a sustained strategic effort designed to address the distinct employee dynamics of a specific environment. There are, therefore, some key principles that have to be followed to ensure the success of enterprise gamification.

To read the full article, click the link below:

<https://hrdailyadvisor.blr.com/2018/11/13/gamifying-employee-engagement/>

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