

10 Leadership Factors That Drive Employee Engagement



1. Perceived Supervisor Support

Show you have your team's back, listen to them, and help remove obstacles.

0.47

Average Correlation

The link between positive leadership styles and employee work engagement.



3. Clarity of Expectations

Clearly define roles, priorities, and what success looks like.

2. Trust & Ethical Conduct

Build trust by being honest, fair, and keeping your commitments.



5. Empowerment & Autonomy

Involve employees in decisions and give them discretion in how they work.



6. Recognition & Feedback

Acknowledge good work and provide specific, constructive feedback for improvement.



4. Inspiring Purpose & Meaning

Connect daily tasks to a compelling mission and shared values.



7. Fairness in Work & Rewards

Allocate workload, rewards, and opportunities consistently and transparently.



8. Support for Growth

Act as a coach by offering stretch assignments and discussing career paths.



10. Psychological Safety

Create an environment where people feel safe to speak up and admit mistakes.



9. Support for Well-Being

Respect work-life balance, allow flexibility, and monitor workloads.