

Hear them while *you still can.*

EVERY 90 DAYS

THE ENGAGEMENT PULSE

*People don't leave suddenly. They leave unheard.*BOAZ
STRATEGIC

01

How are you doing?

The person first, not the output.

CONNECT

02

Bright spots — what's working?

Whatever they name here is worth practicing and replicating.

REPLICATE

03

Blind spots — what's not working?

Challenges found early are easier to overcome.

REPAIR

04

What do you need?

The question that turns listening into visible action.

RESOURCE

A pulse check is not a performance review — it's a relationship check.

DAY 90 • 180 • 270 • 360 ...

Nobody becomes disengaged overnight. When someone finally quits, it can feel like they turned 180 degrees out of nowhere — but the decision was a long time in the making. They disengaged months ago; you just weren't present enough to notice.

The Engagement Pulse exists to catch that drift while you still can. It's a simple check-in that takes your people's pulse on engagement — where they are, how they're really doing, and what they need. It isn't a performance review. Performance measures output; this is about engagement.

Start by connecting, human to human — not employer to employee. Before you talk about any of the work, meet the person in front of you.

From there, ask what's working, and aim to replicate it. Then ask what's not working, and move to repair it early — while a challenge is still small enough to solve and not yet a reason to leave.

Finally, ask what they need, and actually resource them with it. That last step is what turns listening into something your people can see and feel.