

USDA Rural Development  
Supervisory Certification of Adding Mandatory Employee Engagement Language into non-  
SES Supervisor's and Manager's Supervisory Performance Element

I certify that the following language has been incorporated into the supervisory standards in every subordinate non-SES supervisor's and manager's Leadership/Supervision performance element:

“Actively creates an environment that promotes staff engagement, integration and collaboration. Based on employee feedback and the data collected with the most recent FEVS, identifies both strengths and challenges related to employee engagement, development and satisfaction. Works proactively and inclusively with staff members to develop and implement strategies to maintain areas of strength and improve engagement and satisfaction in the organizational unit. Promotes open, candid and ongoing dialogue with and among the staff to develop more comprehensive and innovative insights to manage obstacles to engagement.”