ESOP UPDATE

Information about your Employee Stock Ownership Plan (ESOP)

Are you an engaged ESOP participant?

Do you expect more of yourself and your co-workers because you share in an ESOP? Is there an attitude or mindset that you think comes along with having an ESOP? If you do, and many of your co-workers do, your company has a better chance of outperforming others in your industry. An ownership mindset can grow what you think is possible, increase energy, and expand what you can accomplish.

An ownership mindset is not something that magically appears when you get your first ESOP statement. It needs to be cultivated. Your mindset —including attitudes and expectations — influences choices you make at work. If you perceive that you are a hired hand with little or no responsibility for improving things, you won't see opportunities or take the necessary actions for improvements. On the other hand, if you perceive that your work is an important part of company success, you will be ready for opportunities that come your way.





You can influence your own mindset. Start by making a list of the things that an engaged owner would focus on when doing your job and then act on those things. Focus only on what you can control in your work, not on the actions of others. The habits and energy that flow from an ownership mindset can make your work more fulfilling. People you work with may find your positive, engaged approach very contagious.

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