Enabling Employee Voice through Mentoring Relationships

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Employee Voice

…is defined as *intentionally* expressing "*ideas*, *information*, and *opinions* about improvements with relevance to their work and/or work organization" (Van Dyne et al., 2003).

Employee Voice: A Problem and An Opportunity

Promotes Ethical Environment

Promotes Organizational Learning & Development

Identify Errors Earlier

Increases Innovation & Creativity

Increases Employee Engagement

Healthcare: Improved Patient Outcomes

85% Employees report remaining silent about a concern in their workplace sometime during their career.

>50% Employees remained silent in the past six weeks on issue they had valuable input on.

Self-Efficacy

Internalized Belief System

Subconscious Beliefs

Confidence in Abilities

Self-Perceived Status

Perceived Likelihood of Success

Prosocial Behaviors

Positive Feelings toward Behaviors or Actions

Perceptions

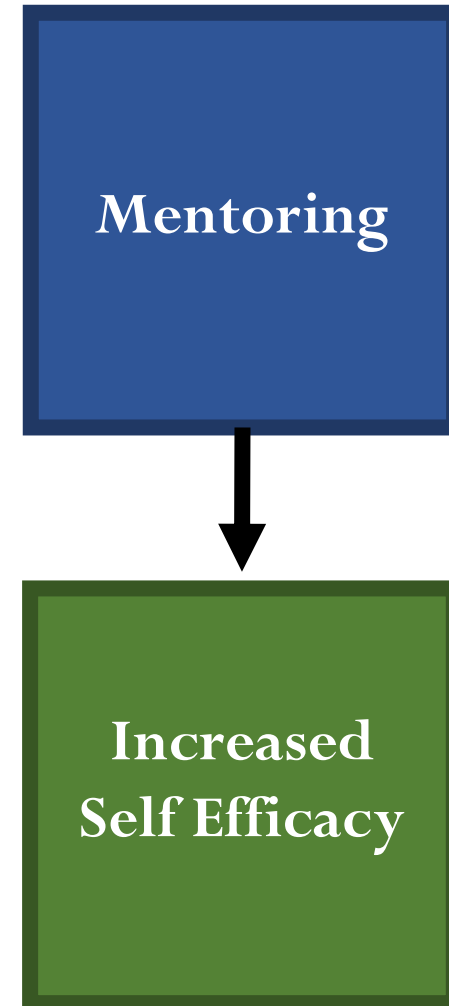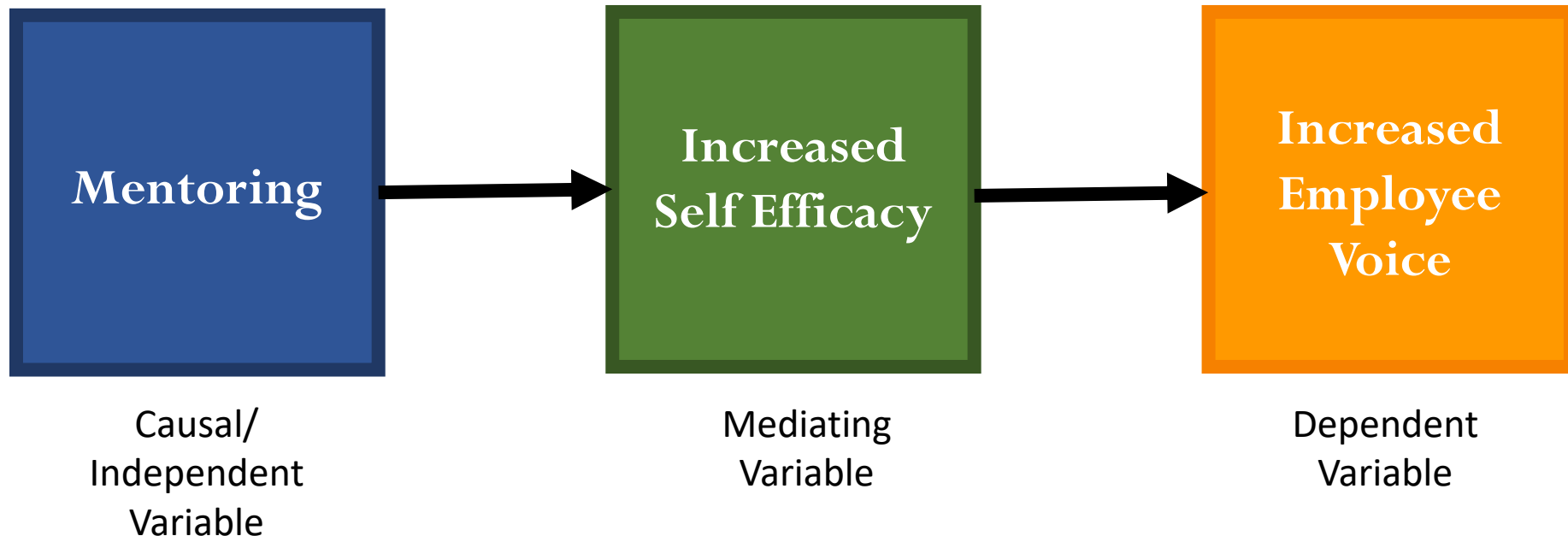**Increased Self-Efficacy**

Increased Employee Voice

Mentoring

Professional Learning

Leadership Skills

Psychological Capital

Employee Engagement

Mentoring

Increased Self Efficacy

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Questions?