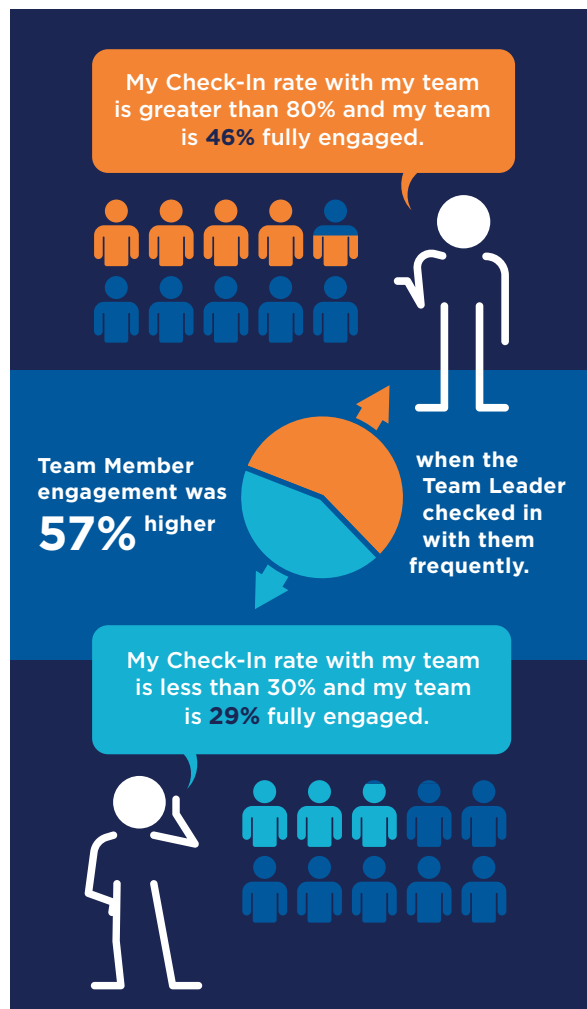


# The Power of Conversation

## Engagement Solved



It turns out conversations are even more critical than we all thought and we have the data to back it up.



### Frequency Trumps Quality

Average conversations that take place very frequently are significantly more effective than amazing conversations that happen infrequently. StandOut®, powered by ADP®, drives frequent conversations through Check-Ins.

### When Check-Ins Occur Frequently, Engagement Rises Significantly

When Team Members complete a StandOut Check-In, employee engagement increases. When Team Leaders talk to Team Members about StandOut Check-In content, engagement increases even more. When the frequency of StandOut Check-In conversations are sustained, so is the engagement level.

### Creating Engagement That Lasts

We know your leaders are busy. That's why Check-Ins prompt Team Members to answer a few simple questions that get to the heart of what drives engagement and performance. Check-Ins tell team leaders the two things they need to know about each person on their team: What are they working on? And how can I help?

Based on decades of research, StandOut® combines coaching and technology to build engagement, activate talent, and drive results.

Learn how the power of conversation can work for you. Visit [tmbc.com](https://tmbc.com).