



ENGAGEMENT SURVEY BEST PRACTICES

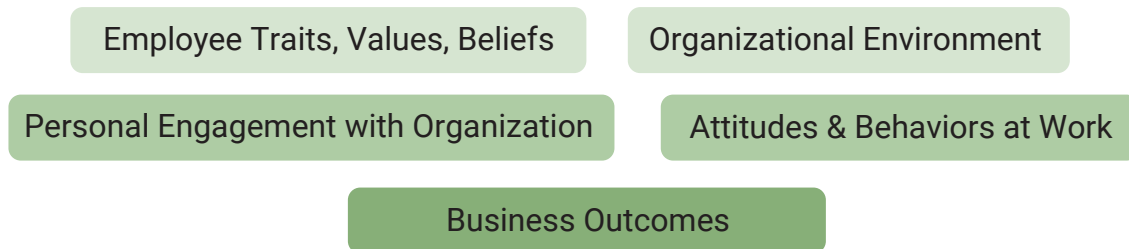


Employee Engagement

More than ever, people are looking for organizations that help fulfill sense of purpose and well-being and understand their “whole” life needs. This creates a need for leadership to focus on creating a compelling and engaging work environment. Extensive research shows a significant relationship exists between employee engagement and a host of critical business outcomes including profitability, productivity, well-being and retention.

Organizations who increase their percentage of engaged employees to 70% or higher see their workplaces completely transform, with corresponding improvements in growth and profit.

We’ve identified two main factors that make up engagement - **attitudes and behaviors**. Engagement attitudes are a measure of how an employee thinks and feels about their organization, tied directly to work motivation. Engagement behaviors are what we see as an employee’s level of effort towards their work. Organizational culture encompasses values and behaviors that contribute to the unique social and psychological environment of an organization. As we look at people’s level of engagement, there’s a direct relationship between culture and “the ways things work around here” to how people are feeling at work.



Employee engagement is about more than administering a survey and monitoring an index value. The People Element model leverages employee voice to understand where you are today versus where you want to be and identify the differences between the two.

To understand what shapes your workplace culture and drives engagement, our engagement scale measures the level of commitment, effort, connection, and advocacy a person feels for their organization. The goal is to help you remove the guesswork in understanding the data and provide a clear picture as to what factors drive people to be engaged and what you can do to respond.

Organizations can’t fix what they don’t know. We help organizations understand the state of employee engagement, trends impacting employee experiences, and provide insight into what leaders can do to improve the workplace, improve the well-being of their employees, better engage their people, and positively impact their organization’s effectiveness.