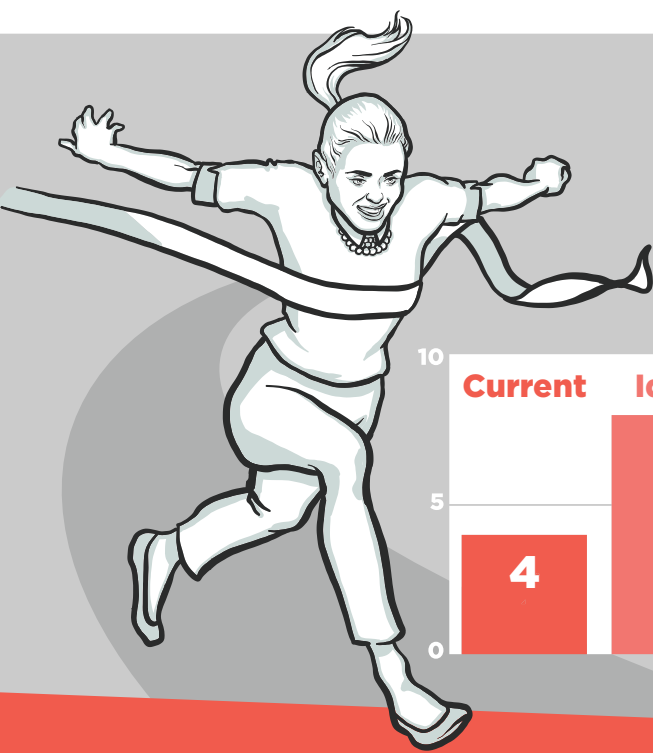


What Can YOUR Organization Do to ENGAGE its EMPLOYEES?

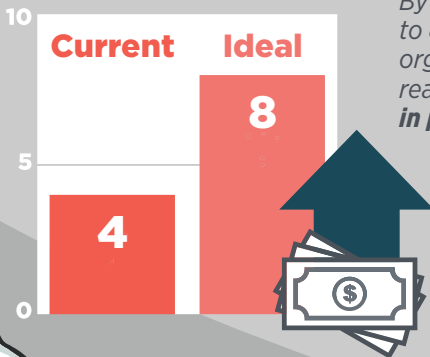
To achieve and remain in a state of high engagement, **employees count on several key factors** from their employers, including having the ability to do what they do best, being recognized for good work, having a mentor to guide them and being able to develop new skills.

Yet, according to Gallup's State of the American Workplace Report, many organizations fall short when it comes to satisfying basic wants and needs of its employees. Four of Gallup's twelve elements of engagement are illustrated below, showing how many employees — out of ten — strongly agree with the elements. **How does your organization measure up?**



“At work, I have the opportunity to do what I do best every day.”

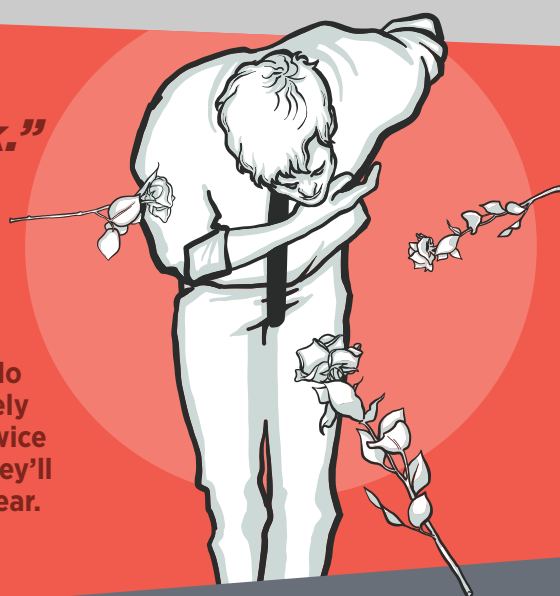
4 in 10 employees strongly agree with this statement.



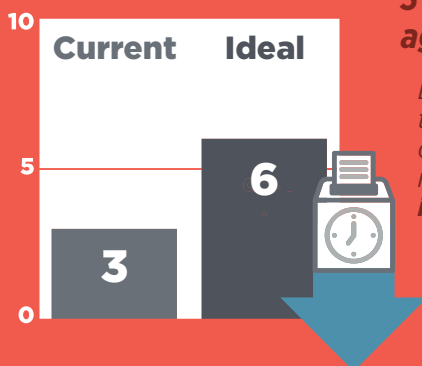
By moving that ratio to 8 in 10 employees, organizations could realize a **14% increase in profitability.**

One of the most powerful strategies a manager and organization can implement is providing employees with opportunities to apply the best of their natural selves — their talents — as well as their skills and knowledge. This element is the most important factor to employees when considering whether to take a job with a different organization, and it is one of the main reasons they choose to leave a job.

“In the last seven days, I have received recognition or praise for doing good work.”



3 in 10 employees strongly agree with this statement.



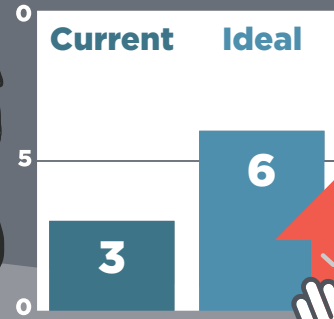
By moving that ratio to six in 10 employees, organizations could realize a **27% reduction in absenteeism.**

Employees who do not feel adequately recognized are twice as likely to say they'll quit in the next year.

“There is someone at work who encourages my development.”



3 in 10 employees strongly agree with this statement.



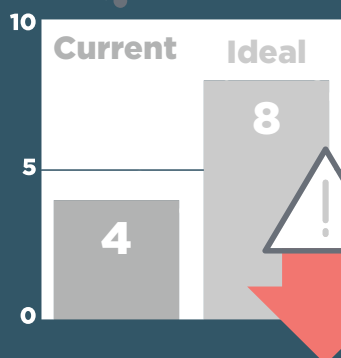
By moving that ratio to 6 in 10 employees, organizations could realize a **6% improvement in engaged customers.**

Employees need help navigating their career, whether that is through coaching, exposure and visibility, or challenging work assignments. Having a guide can help!

“This last year, at work I have had opportunities to learn and grow.”



4 in 10 employees strongly agree with this statement.



By moving that ratio to 8 in 10 employees, organizations could realize **41% fewer safety incidents.**

The desire to learn and grow is a natural human need, and one that is required to keep employees motivated and progressing.

How Do Organizations Raise These Numbers?

For an organization to be as successful as possible, focusing on these and other aspects important to employees will help build and sustain a happy and highly productive, engaged workforce.



Are your clients fully engaged across your workforce?

If not, give TTI Success Insights a call. We can help you find ways to raise your staff's engagement.

Call us today at 800-869-6908

Source: — <https://www.gallup.com/workplace/238085/state-american-workplace-report-2017.aspx>