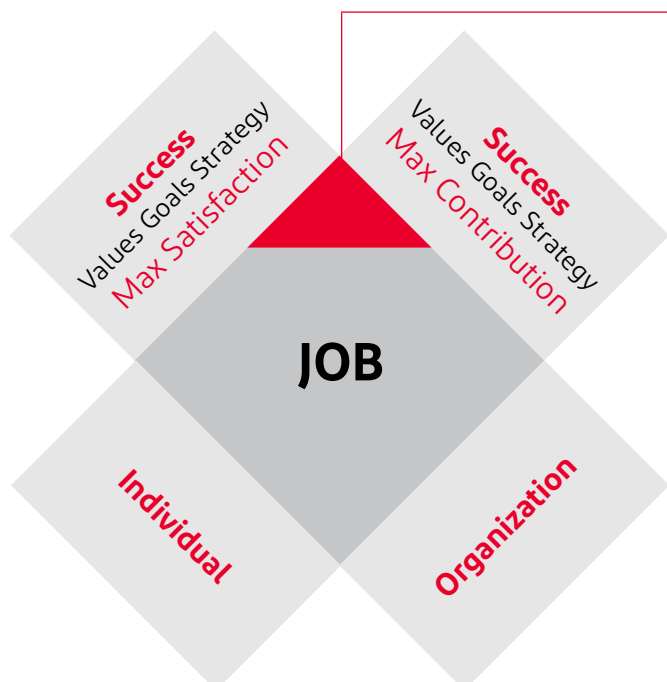


# Trust, Leadership & Employee Engagement

Full employee engagement aligns job satisfaction and performance.

## What is Employee Engagement?



**Full Engagement**  
Employee engagement is determined by an individual's level of contribution and satisfaction in their role. Engaged employees are motivated and excited to use their skills to make a positive impact on the business.

## Contribution and Satisfaction

Having engaged employees means increased productivity and higher job satisfaction. Here's how engagement levels influence workers.



### The Engaged



They contribute fully to the success of the organization and find great satisfaction in their work.

### Almost Engaged



These are high performers who are reasonably satisfied with their jobs. They can be inconsistent but are worth investing in.

### Honeymooners & Hamsters



**Honeymooners** are new and happy to be there. They have yet to find their stride. Prioritize helping these employees advance.

### Crash & Burners



These employees are top producers who aren't achieving personal success and satisfaction and can potentially bring down colleagues.

### The Disengaged



The employees feel disconnected from business priorities, underutilized and unsatisfied. Their exit could benefit all parties.

**Hamsters** may be working hard but are working on non-essential tasks, contributing to little company success. Work with these employees so that other workers don't have to compensate.

## Who Do Employees Trust?

### Executives



Trust in executives can have more than twice the impact on engagement levels than trust in immediate managers.

### Immediate Managers



However, employees are more likely to trust their immediate managers than the executives in the organization.

## How to Improve Engagement

What employees are looking for to improve their performance.



**20%**

of employees want **More Clarity**



**20%**

of employees want **More Resources**



**19%**

of employees want **More Feedback**

Source: <http://www.blessingwhite.com/ee2013>



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