

What is the Impact of Having, and Not Having, Highly Engaged Employees?

69%



of disengaged employees would leave their current job for just a 5% pay increase.

Dale Carnegie Training Employee Engagement Study
<https://www.dalecarnegie.com/en/resources/are-your-employees-motivated>

75%



of employee turnover are preventable.

The Work Institute: 2017 Retention Report: Trends, Reasons & Recommendations
<http://info.workinstitute.com/retentionreport2017>

Disengaged workers cause losses in productivity between

\$450 & \$500 BILLION A YEAR



Mental Health America: Mind the Workplace
<http://www.mentalhealthamerica.net/sites/default/files/Mind%20the%20Workplace%20-%20MHA%20Workplace%20Health%20Survey%202017%20FINAL.pdf>

Actively disengaged employees are almost twice as likely as engaged employees to seek new jobs.

Gallup: The Relationship Between Engagement at Work and Organizational Outcomes, 2016 | State of the American Workplace, 2017
https://news.gallup.com/reports/199961/7.aspx?utm_source=SOAW&utm_campaign=StateofAmericanWorkplace&utm_medium=2013SOAWreport | https://news.gallup.com/topic/employee_engagement.aspx

20% MORE SALES



21% MORE PROFITABLE

51%



OF THE US WORKFORCE IS NOT ENGAGED



IS ACTIVELY LOOKING FOR A NEW JOB OR WATCHING FOR OPENINGS

59%

LESS TURNOVER RATE FOR LOW TURNOVER COMPANIES (THOSE WITH MORE THAN 40% ANNUALIZED TURNOVER)

24%

LESS TURNOVER RATE FOR HIGH TURNOVER COMPANIES (THOSE WITH 40% OR LOWER ANNUALIZED TURNOVER)



17% HIGHER PRODUCTIVITY



10% MORE CUSTOMER LOYALTY/ ENGAGEMENT (LIKELIHOOD TO RECOMMEND, REPEAT BUSINESS)



28% LESS SHRINKAGE



41% REDUCED ABSENTEEISM



70% FEWER SAFETY INCIDENTS

engaged employees are 2.1x more successful in work performance