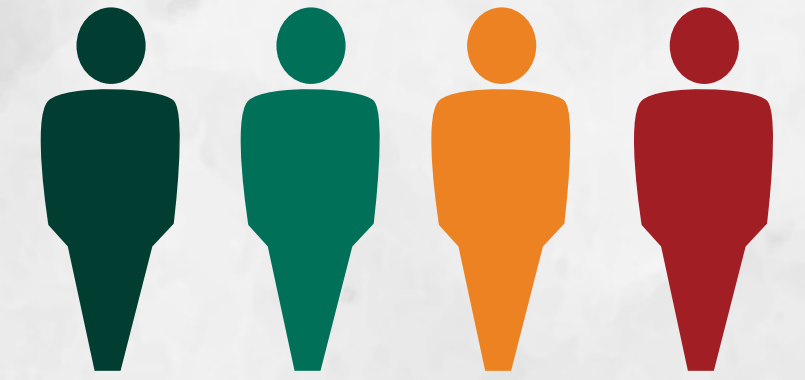


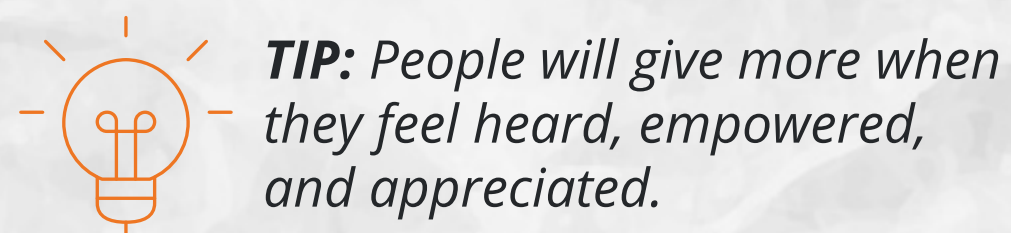
# THE EMPLOYEE ENGAGEMENT SPECTRUM

Who is really engaged in their job and who is just coasting? Data from **over 50 million** DecisionWise employee engagement survey responses show employees fit into one of **four groups** along the engagement spectrum. Here are what each of the groups look like:



## FULLY ENGAGED [ 31% OF EMPLOYEES ]

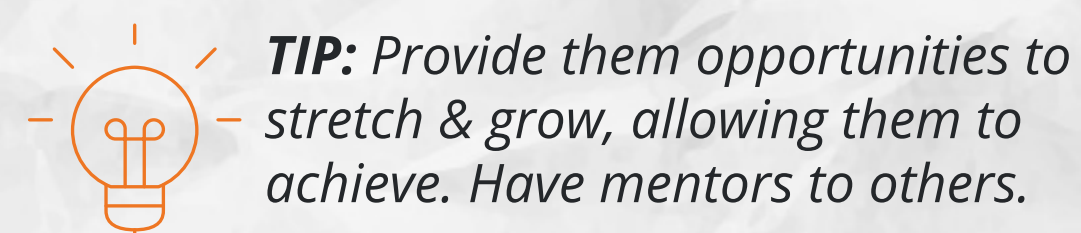
- The most enthusiastic
- Champions of engagement
- Have contagious excitement
- Constantly learning
- Take calculated risks
- Stretch beyond comfort zone
- Find love and fun in work, even in stressful situations



**TIP:** People will give more when they feel heard, empowered, and appreciated.

## KEY CONTRIBUTORS [ 47% OF EMPLOYEES ]

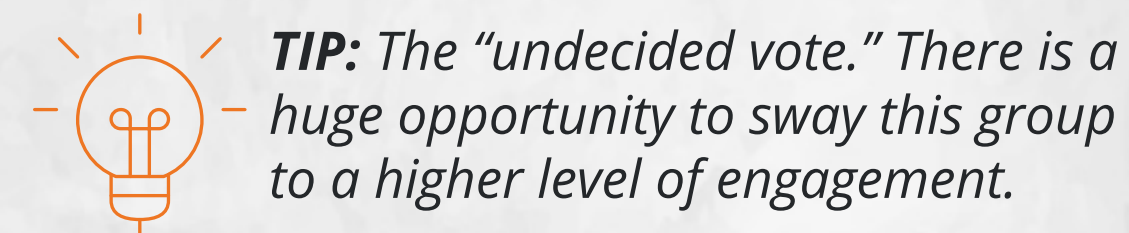
- Meet performance expectations
- Respond well to leadership
- Do what they know well
- Don't take many risks
- May not feel challenged
- Actively contribute and involved even when they don't always love their job
- Referred to as the "strong and steady"



**TIP:** Provide them opportunities to stretch & grow, allowing them to achieve. Have mentors to others.

## OPPORTUNITY GROUP [ 17% OF EMPLOYEES ]

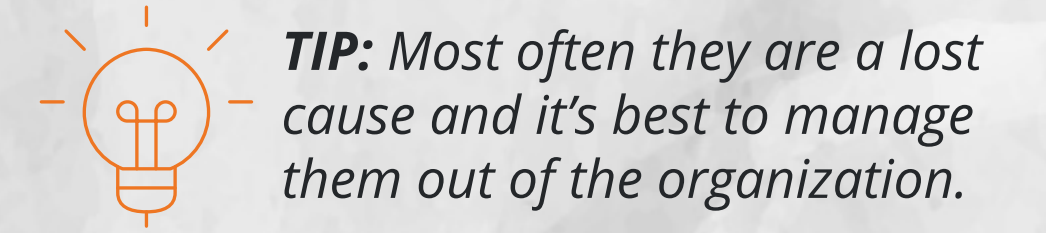
- Feel underutilized and disengaged
- Use a lot of work time on personal needs
- Do enough to get by and avoid trouble
- Seldom speak up, suffer in silence
- Work mainly for pay and put in their time
- Many are burned out top performers
- Difficult to identify
- Make limited contributions



**TIP:** The "undecided vote." There is a huge opportunity to sway this group to a higher level of engagement.

## FULLY DISENGAGED [ 5% OF EMPLOYEES ]

- Bored and frustrated
- Say negative things about work, leadership, and the company
- Blame others for their failures
- Rather than quit, they tend to stay and sabotage
- Vocal and negatively contagious
- Many leaders discount this group due to small numbers



**TIP:** Most often they are a lost cause and it's best to manage them out of the organization.



WHERE DO YOUR EMPLOYEES FALL ON THE SPECTRUM? FIND OUT AT [DECISIONWISE.COM/BUILDING-ENGAGEMENT](https://www.decisionwise.com/building-engagement)

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