

Employee Engagement vs. Satisfaction

What's the Difference?

Although satisfaction is essential; it's only part of the employee engagement process. Learn the differences so you can cultivate highly-engaged employees in your organization.



That Little Extra

Satisfaction is transactional. In return for their work, companies provide employees with the **basics**: compensation, tools and resources, physical safety, and respect, to name a few.

Engagement is transformational. It contributes to **Peak Experiences** that make employees eager to give extra, discretionary effort.



It's About Time

Satisfaction is about temporary happiness.

Engagement is about long-term feelings of **meaning, autonomy, growth, impact, and connection.**

Shared Responsibility

Satisfaction is controlled by the organization.

Engagement is shared by the employer and employee — a 50-50 responsibility.



Show Me the Money

Satisfaction is expensive. Raises, perks, and office extras cost a lot of money.

Engagement can cost nothing, but requires a conscious effort.



What's My Motivation

Satisfaction is based on factors which don't necessarily motivate people but when taken away can cause them to be demotivated.

Engagement is about using the **heart, spirit, hands, and mind.**



More Than a Feeling

Satisfaction involves only feelings.

Engagement involves feelings as well, but also requires action.

To learn more on engagement
Visit decisionwise.com/employee-engagement-survey