



HOW ENGAGED?

IS THE AVERAGE EMPLOYEE

We surveyed over 10,000 random people on their levels of employee engagement in their job and at their company. Here's what we found...



THE COMPANY

Pride, Satisfaction, Willingness to Recommend (e.g., net promoter) the organization.

54%

of employees are dissatisfied with opportunities for advancement.

65%

would recommend working at their company to others.

72%

are proud to work for their company.



THE JOB

Being passionate about the everyday work... Enjoying the routine tasks and day-to-day roles.

50%

think their work environment is designed for their jobs' success.

71%

enjoy the tasks and responsibilities of their jobs.

74%

are passionate about the work they do every day.



Engaged employees are **proud to work for their company** and remain **passionate about the work they do** every day on the job.

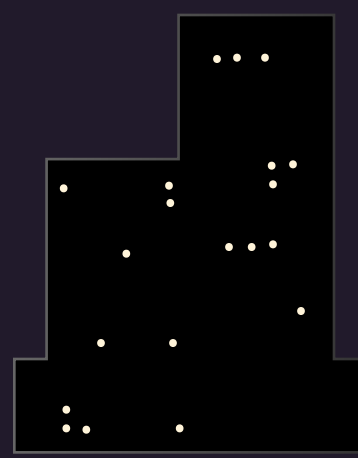
Company Size Matters

Factors contributing to engagement levels differ between large and small companies.



SMALL COMPANIES

- + Dedicated Learning and Development
- + Clear link between work and a company's objectives.



LARGE COMPANIES

- + Open/Honest two-way communications
- + Involvement in work decisions

What Doesn't Matter

It's easy to assume the main drivers of engagement problems in your workplace. You may be wrong...

According to our data, these things **DO NOT IMPACT ENGAGEMENT**



Compensation and Benefits



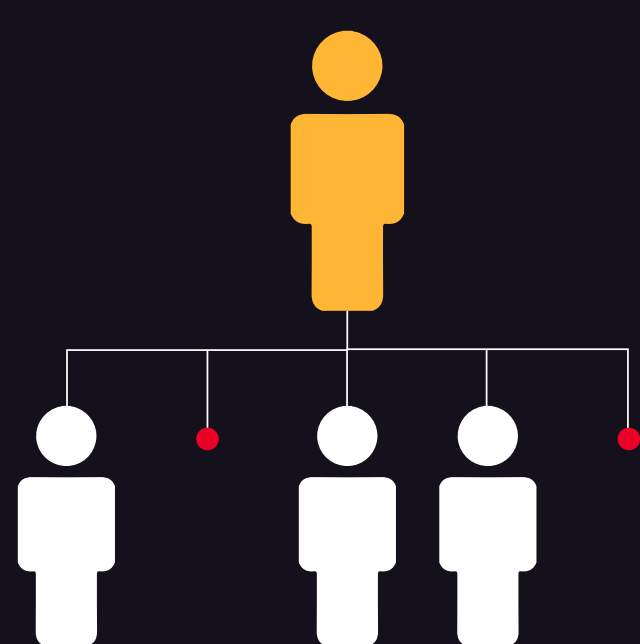
Work/Life Balance



Cooperation with Others



Close Relationships



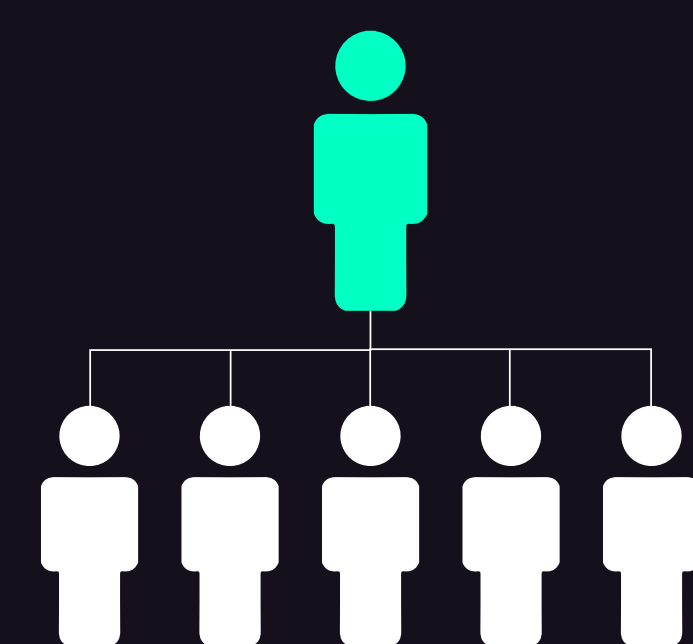
62%

FAVORABLE

Managing People

In those companies, employees who managed over 5 people showed a higher level of engagement.

Additionally, **64%** of engaged employees think their manager is an outstanding leader.



69%

FAVORABLE

Unfortunately, people leave. The following are **Factors that Affect Turnover**

- × Lack of a Promising Future
- × Absence of Personal Accomplishment
- × Insufficient Compensation
- × Dissatisfaction with Opportunities
- × Bad Cultural Fit
- × Little to no Training
- × Work/Life Balance
- × **Lack of Engagement.**

Identify engagement problems before it's too late.

The Predictive Index is a workforce assessment methodology that determines the behavioral factors affecting an individual in the workplace.

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#EmployeeEngagement
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