

— What Drives — EMPLOYEE ENGAGEMENT

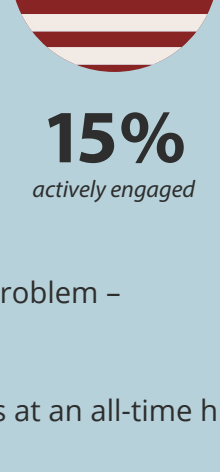
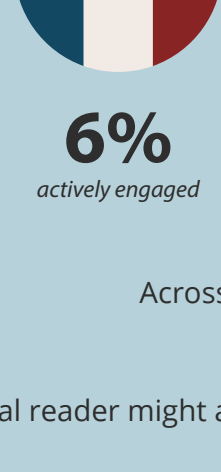
Last year, the global GDP was

\$87,000,000,000,000



If that sounds like a lot of value created, consider how much higher it could be if the global workforce wasn't overwhelmingly **disengaged**.

According to Gallup, actively engaged employees in these countries only account for an astoundingly small part of the workforce:



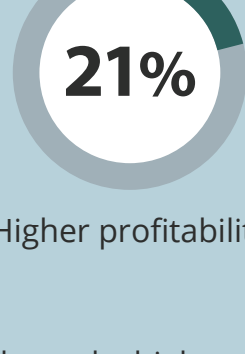
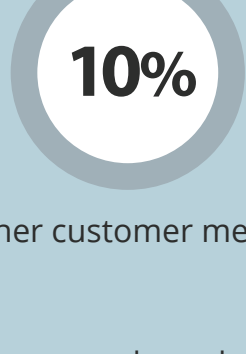
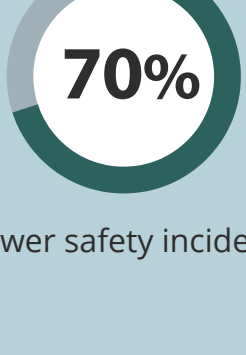
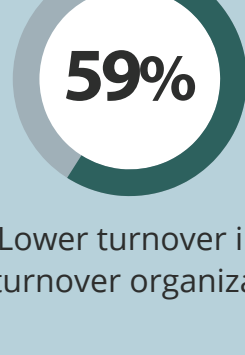
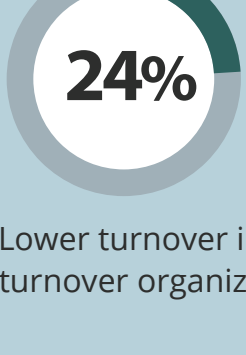
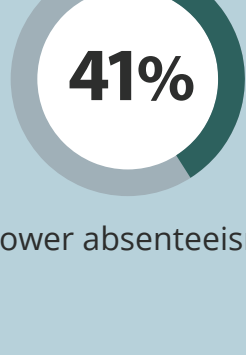
Across the globe, just about every company is facing the same problem – employees just aren't engaged with their work.

A critical reader might ask: "Even though employees aren't engaged, global GDP is at an all-time high. Is an engaged employee really that valuable, then?"

The short answer? **Yes.**

Gallup has identified nine key performance outcomes of elevated employee engagement.

Organizations with the highest employee engagement report:



All these numbers demonstrate that an engaged employee is truly valuable, and a high number of disengaged employees translates to a lot of potential growth and revenue left on the table.

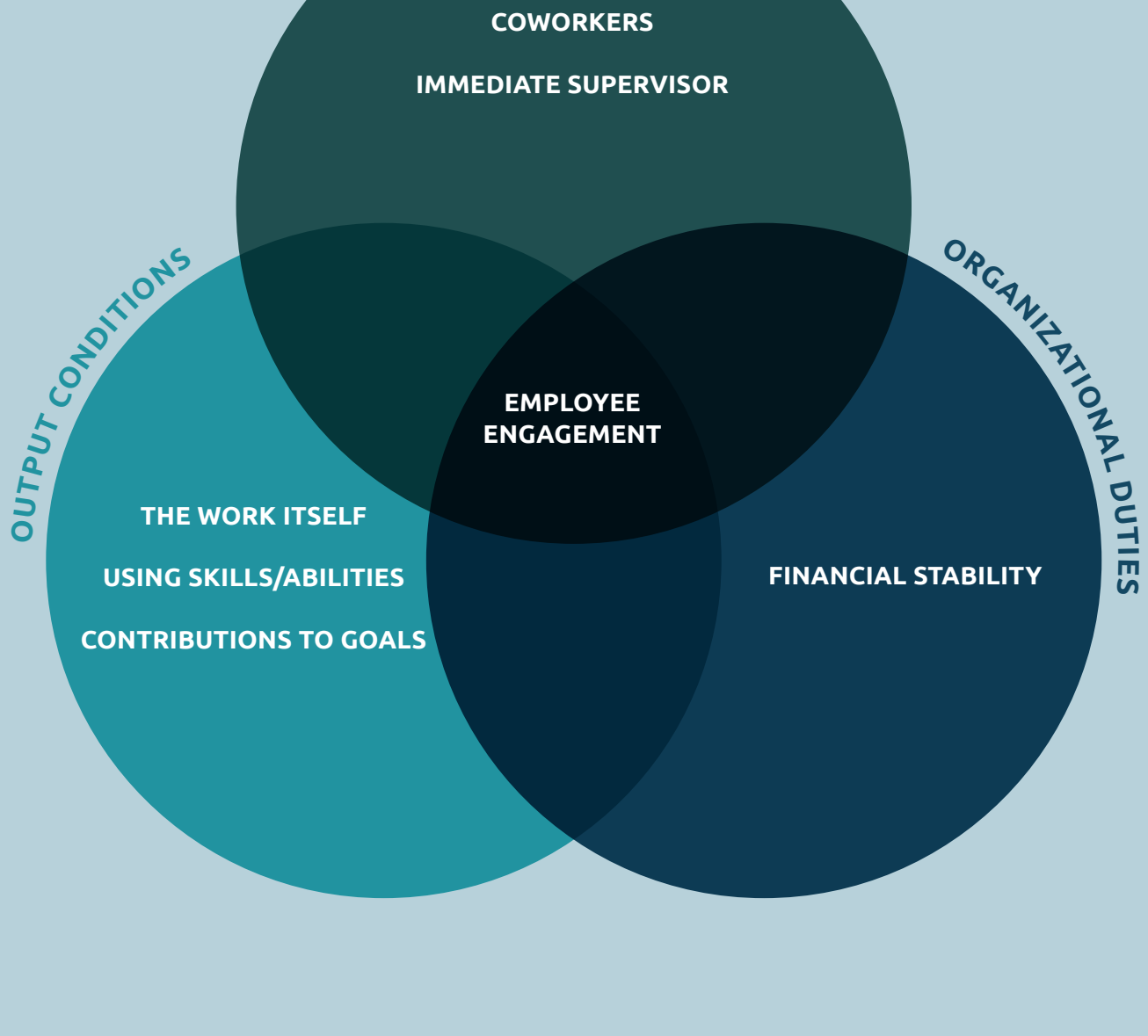
So let's take a look at a few models we can use to increase engagement.

— The — SHRM MODEL

This model is based off a SHRM study that was conducted in 2015. The study discovered seven conditions that are always met with engaged employees.

- Relationships with coworkers
- Contribution of work to the organization's business goals
- Meaningfulness of the job
- Opportunities to use skills and abilities
- Relationship with immediate supervisor
- The work itself
- The organization's financial stability

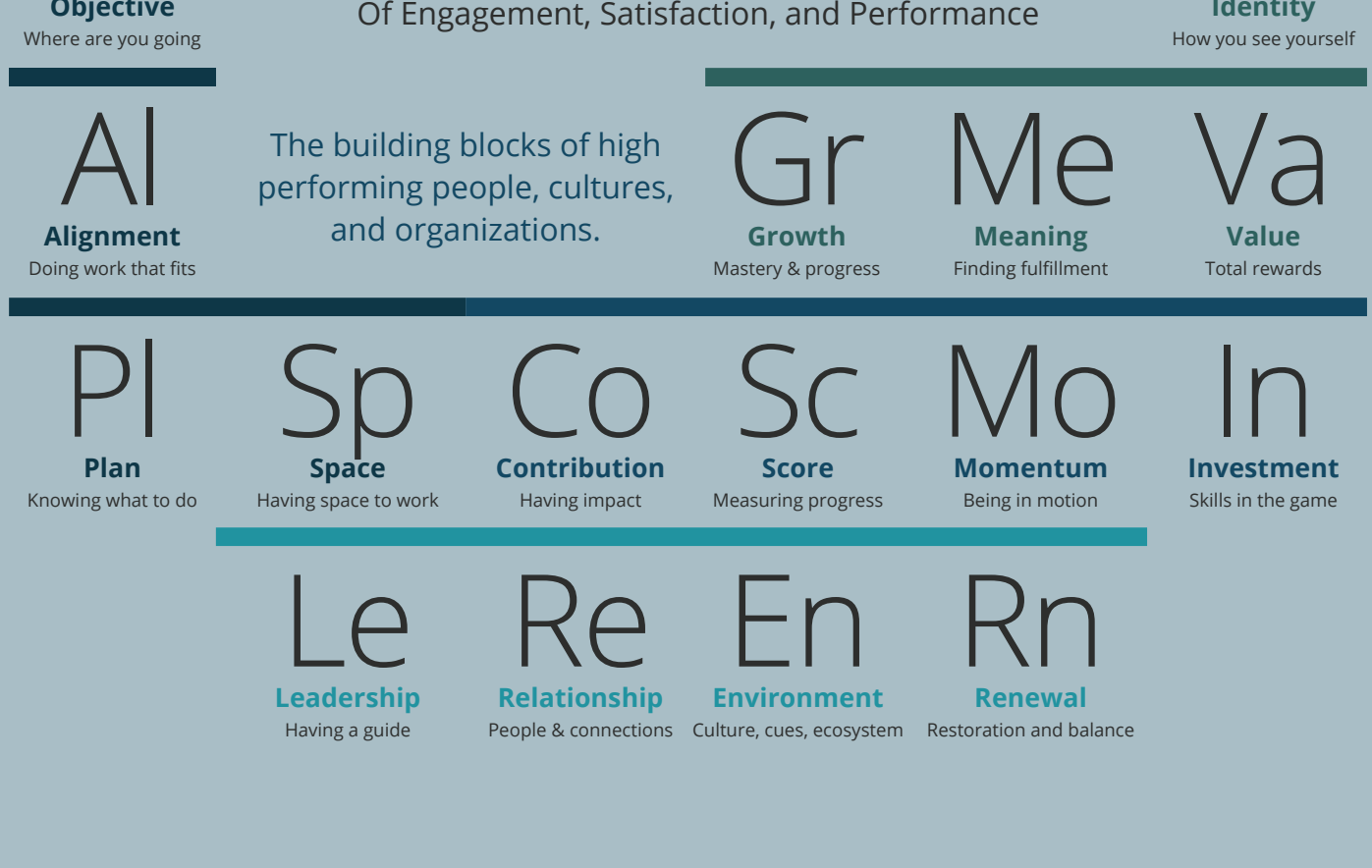
When we categorize these conditions, we can create a Venn diagram of employee engagement:



— The — LINDQUIST MODEL

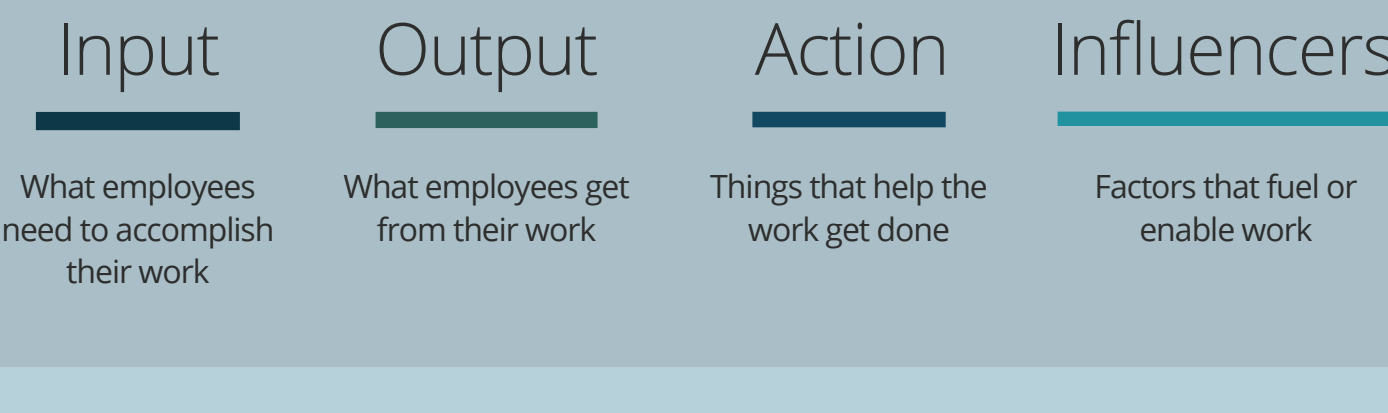
Rusty Lindquist is a researcher and thought leader in human capital management who spent a decade developing a comprehensive model of employee engagement, which can scale for different-sized organizations.

It is potentially the most thorough and detailed model of employee engagement that is available today.



You can find a thorough breakdown of these elements in Rusty's ebook, *Understanding How to Influence the Employee Journey*, which you can [download for free!](#)

This model expands on the three conditions outlined in the SHRM model, and includes four categories:



DISENGAGEMENT IS A *Symptom*

Both of these models illustrate the complexity of employee engagement challenges.

There is no one-size-fits-all solution for disengagement.

Even if your leadership is outstanding, without the proper space to work, employees won't be engaged.

And even with the most perfectly designed office in the world, without a strong sense of purpose, your employees will not be engaged.

However, as a training professional, you can align your training goals to the identified causes of your engagement issues and start seeing employees' level of engagement rise.

RECOMMENDED RESOURCES



SOURCES

