Study Details

N= 10,955 employees

- 8 Engagement Pulse Items
- Frequency of Check-in usage
- Frequency of actual conversations

Increases measured from:
Aug 2018 – Nov 18
Engagement by Check-in Frequency

**Engagement Trends**

- **Weekly**
  - Fully engaged: 57%
- **Monthly**
  - Fully engaged: 48%
- **Bi-weekly**
  - Fully engaged: 51%
- **Less than monthly**
  - Fully engaged: 42%

Unmatched Data (N=6,603) (Not Playing N=911 not included in the graph)
Engagement by Attention Frequency

**Attention Trends**

- **High attention** (N=3,951): 54% fully engaged
- **Moderate attention** (N=1,231): 37% fully engaged
- **Low attention** (N=163): 33% fully engaged
- **No attention** (N=334): 27% fully engaged

*Must be Active & Assessment Completed & completed at least one check in & Taken EP Time 3 to be included (N=5,679)
Power of Attention

Strong differences exist for Team Members who receive attention from their Team Leaders 80% of the time.

Enthusiastic About Mission
Share Values
Teammate Help and Back
Confidence in Future
Know Expectations
Use Strengths
Recognized for Excellence
Challenged to Grow

Me
We

Low attention (N=163)
Moderate Attention (N=1,231)
Full attention (N=3,951)

= Significant difference

3.00 3.50 4.00 4.50 5.00

4.3 4.6

4.0 4.1

4.3 4.4

4.3 4.5

3.7 3.8

3.9 4.0

4.2 4.4

4.2 4.4

4.4 4.4
Key Takeaways

- When Leaders Pay Attention, Scores Improve
- New Approach Requires Buy-in at Top
- Engage a Network of Champions
- Dedicate Appropriate Resources
What’s Next

- Move More Leaders to “High Attention”
- Support Hard to Reach Populations
- Increase Employee Adoption
- Show Connection Between Engagement and Business Outcomes