



EXECUTIVE'S CUT

THE BIG E

What true engagement
at work looks like

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limeade®

EMPLOYEE ENGAGEMENT IS MORE THAN A BUZZWORD

Company leaders want engaged employees, but very few know how to get there.

32% — The number of employees that are engaged. Employee engagement has barely budged over the past 15 years¹

\$550 BILLION — Actively disengaged employees cost the U.S. upward of \$550 billion per year²

At Limeade, we believe it doesn't have to be this way — and we're here to help.

In our Big E Engagement e-book, you'll learn why employee engagement matters, and more importantly, what you can do to authentically boost it at your company.



SOME QUICK HIGHLIGHTS:

WHAT IS EMPLOYEE ENGAGEMENT?

Engaged employees feel a sense of purpose at work that creates extra energy and commitment.

ENGAGEMENT COMES IN DIFFERENT

FORMS. Employees can be invested in their work but not in the company — and vice versa. Think about how your employees connect to their work, their team, their company and their higher purpose.

HOW DO YOU BOOST EMPLOYEE

ENGAGEMENT? Treat your employees as whole people and support their total well-being — this is what helps your employees reconnect to what motivates them in their jobs.

HOW DO YOU IMPROVE EMPLOYEE WELL-BEING?

You need to show your employees you care about their well-being by providing resources, communication, reinforcement and encouragement.

BEWARE OF BURNOUT. Employees who are deeply invested in their work over long periods of time without intentional recovery have a higher risk of burnout and exhaustion. It's up to you to make sure they have the time to recharge.



ENGAGEMENT IS GOOD FOR PEOPLE AND FOR COMPANIES

SUPPORT EMPLOYEE WELL-BEING AND SEE MORE RESULTS

99%

recommend their company as a great place to work¹

91%

say they intend to stay²

88%

feel engaged at work³

ENGAGED EMPLOYEES MEAN BETTER BUSINESS RESULTS

78%

more profitable and 40 percent more productive¹

Employees with the highest level of commitment perform **20 percent better** and are

87%

less likely to **leave the organization**²

Firms with engaged employees have stock price growth nearly

2.5x

that of peers³

TAKE ACTION:

TIPS FOR IMPROVING EMPLOYEE ENGAGEMENT

1

BE THOUGHTFUL ABOUT JOB DESIGN (AND REDESIGN)

Think through the actual design of an employee's job (e.g., what are the business problems the job is solving? Is there the "right" amount of ownership?) If employees indicate they're bored or not challenged, re-engage them by redesigning their roles.

3

ACTIVELY SUPPORT GROWTH & LEARNING – WITH REGULAR FEEDBACK

Create opportunities for challenge and movement (not just up). Ensure employees are learning new skills and are offered stretch assignments. Most importantly, make sure you're providing regular feedback, so your employees can actually grow.

2

GO DEEPER WITH EMPOWERMENT & GIVE EMPLOYEES MEANING

Push decision-making and autonomy to the front lines. Create mechanisms for employees to have a say and take action based on what you hear. And, have managers talk to employees about how they contribute to the overall mission of the company.

4

SUPPORT EMPLOYEES HOLISTICALLY

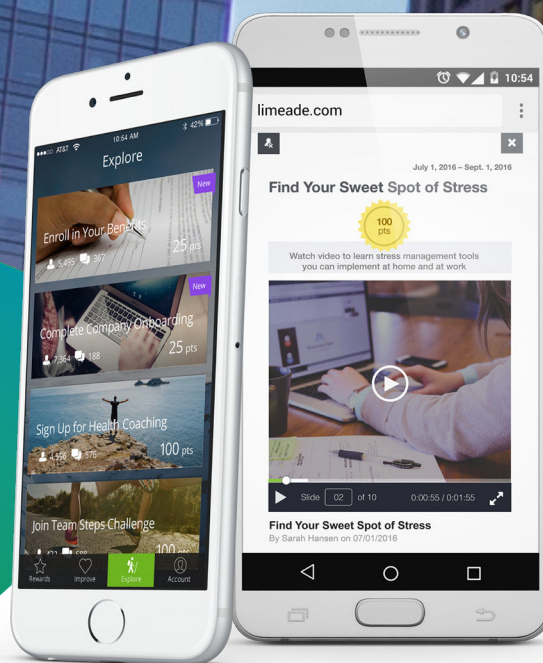
We know that individuals feel more valued when their organization cares about the whole employee. At the leadership level, foster effective managers and make sure leaders know what is expected of them. For employees, offer activities and benefits that help them improve their physical, emotional, financial and work well-being. Value and treat your employees fairly by frequently recognizing a job well done, providing leadership opportunities and encouraging them to recharge.

Limeade is good for people
and for companies.

**TOGETHER, LET'S CHANGE
THE WAY WE WORK.**

Get in touch, we'd love to talk.

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