

Boosting Employee Engagement

Unhappy and unproductive, disengaged employees are unlikely to make positive contributions and their negativity tends to spread with alarming ramifications.

At organizations throughout the world, employee disengagement is like a bad virus—difficult to diagnose, contagious and tough to cure. Worldwide, actively disengaged workers continue to outnumber engaged ones at a rate of nearly 2-to-1, according to Gallup’s most recent 142-country study, “The State of the Global Workplace.” Unhappy and unproductive, disengaged employees are unlikely to make positive contributions and their negativity tends to spread with alarming ramifications. Conversely, engaged employees are more productive, have lower turnover rates, lower absenteeism and drive higher profits—they’re what every organization needs to thrive.

Gallup’s findings indicate that one important way to help boost employee engagement is to focus on their wellbeing. And Steelcase studies have shown that place matters: The physical work environment can have a strong impact on employee wellbeing and engagement.

Data from a recent Steelcase commissioned study conducted by the global research firm IPSOS of 10,500 workers in 14 countries throughout the world provide a wake-up call for any leaders who think work environments are not a high priority—employees who are highly satisfied with the places they work are also the most highly engaged.

Countries surveyed:

| | |
|-------------|--------|
| France | Russia |
| Germany | Turkey |
| Belgium | US |
| Netherlands | Canada |
| Spain | Mexico |
| UK | India |
| Poland | China |

HIGHLY-DISENGAGED EMPLOYEES ARE NOT SATISFIED WITH THEIR WORK ENVIRONMENT.

My work environment does not allow me to:

| | |
|------------|--|
| 85% | Concentrate easily |
| 84% | Easily and freely express and share my ideas |
| 85% | Feel relaxed, calm |
| 57% | Physically move during the day and change postures |
| 79% | Accommodate mobile workers |
| 84% | Feel a sense of belonging to my company and its culture |
| 87% | Work in teams without being interrupted or disrupted |
| 86% | Choose where to work within the office, based on the task I am doing |
| 59% | Move around easily throughout the day |
| 65% | Socialize and have informal, relaxed conversations with colleagues |

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