

# Did you know?

33% of American employees are engaged at work: they are enthusiastic about their work and make their organization better every day. At the other end, 16% of employees are actively disengaged: they want to do damage their company, are miserable in the workplace and destroy what other employees build. The remaining 51% of employees are not engaged: they're just there.



The same study showed worldwide just 15% of employees are engaged



The situation is even worse when we analyse millennial workers' engagement: only 29% of millennials are emotionally and behaviourally

connected to their job and company, while 16% of millennials are actively disengaged. The majority of millennials (55%) don't care about the company, leading all other generations.

47% of actively disengaged

47%

millennials plan to switch jobs within next 12 months (compared to only 17% of engaged millennials)



And millennials are the ones who care the most

70% say that giving back to the company and to the society are one of their highest priorities. They are primed to do well by doing good.

# What do your employees look like?



disengaged A noticeable dissatisfacion at work and undermining of

colleagues' successes



engaged Do the bare minimum and are

not interested in engaging with colleagues or after-work activities



Engaged

Passionate about their work

and it is contagious within the

workplace

# signs of disengagement

Engaged employees have identifiable routine. If an employee suddenly misses a deadline,

It's not always easy to recognize the

#### starts coming in late, is more quite (if they used to express opinion), you should check what is going on. They might be experiencing burnout, which frequently manifests as exhaustion, cynicism

more clear indicator of disengagement culture.

work, tend to do only minimum to get by.

mistakes, doesn't feel obligated to take the

initiative beyond their basic duties, doesn't care

**Breaks from Routine Habits** 

and inefficiency. Attendance Issues A disengaged employee miss meetings and deadlines and consequently inhibits other team members to conduct their jobs effectively. If multiple employees are showing up late, it's an even

## Naysaying and rudeness Actively disengaged employee is very negative, manifests his/her dissatisfaction at

Social withdrawal Disengaged employees avoid all non-necessary activities and conversations, are unwilling to form friendships at

work, is undermining new ideas and opportunities, says critical things about

organisation, and is rude with co-workers and/or customers.

### Apathy, lack of commitment and no initiative The employee is complacent, make careless

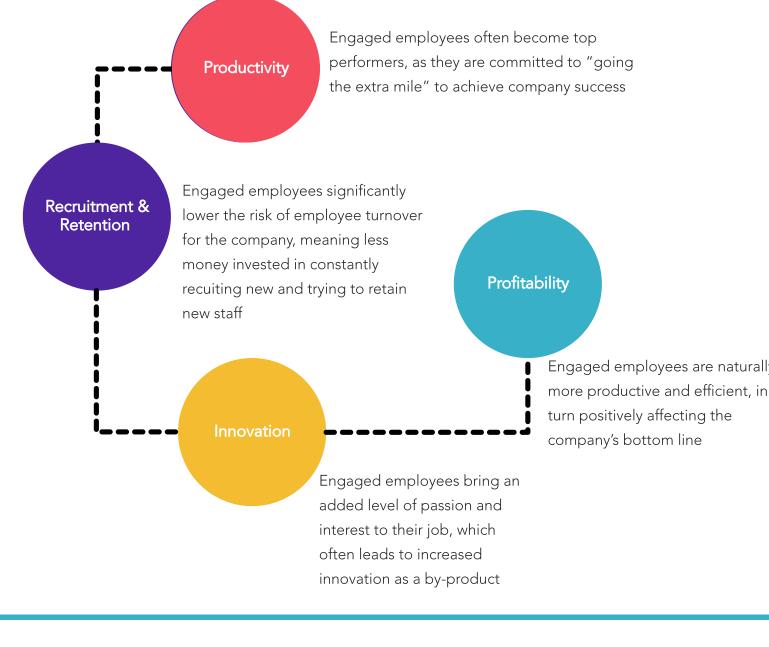
to present and/or defend their ideas. Communication avoidance Unwillingness to engage in the debate, silence on team calls, over e-mail, lack of

participation in team, missed meetings.



Engaged employees are invested





## Sources

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For more information about this project please see:

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