



# TRUST, LEADERSHIP & EMPLOYEE ENGAGEMENT

Full engagement represents an alignment of maximum job satisfaction with maximum job contribution.



## WHAT IS EMPLOYEE ENGAGEMENT?



### FULL ENGAGEMENT

Employee engagement is determined by an individual's level of **contribution** and **satisfaction** in their role. Engaged employees are enthused and in gear, using their talents and discretionary efforts to make a positive and sustainable difference in a business.

## CONTRIBUTION AND SATISFACTION

Having engaged employees means increased productivity and higher job satisfaction. Here's how engagement levels directly influence workers.

Key					
↑		CONTRIBUTION		HIGH	
★		JOB SATISFACTION		MEDIUM	
				LOW	
The Engaged		Almost Engaged		Honeymooners & Hamsters	
↑ ★		↑ ★			
They contribute fully to the success of the organization and find great satisfaction in their work.		These are high performers who are reasonably satisfied with their job. They can be inconsistent but are worth investing in.		Honeymooners are new and happy to be there. They have yet to find their stride. Prioritize helping these employees advance.	
Crash & Burners		The Disengaged		↓ ★	
↑ ★		↓ ★			
These employees are top producers who aren't achieving personal success and satisfaction and can potentially bring down colleagues.		These employees feel disconnected from business priorities, underutilized and unsatisfied. Their exit could benefit all parties.		Hamsters may be working hard but are working on non-essential tasks, contributing little to company success. Work with these employees so that other workers don't have to compensate.	

## WHO DO EMPLOYEES TRUST

### EXECUTIVES

**2X** THE IMPACT

Trust in executives can have more than twice the impact on engagement levels than trust in immediate managers does.

VS

### IMMEDIATE MANAGERS



**MORE LIKELY**

However employees are more likely to trust their immediate managers than the executives in the organization.

## HOW TO IMPROVE ENGAGEMENT

Employees are looking for more in these areas to improve performance.



20% of employees want MORE CLARITY



20% of employees want MORE RESOURCES



19% of employees want MORE FEEDBACK



### Alignment is Key

Full engagement represents an **ALIGNMENT** of maximum job satisfaction with maximum job contribution.



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# Management The Impact Of E-business On Today's IT Manager

**Jay M. Shafritz, E. W.  
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