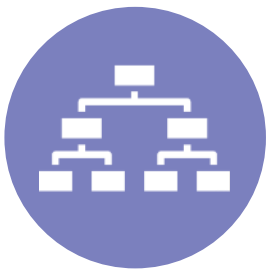


The 8 pillars of EMPLOYEE ENGAGEMENT

#1 A strong company culture

HOW TO IMPROVE?



Embody your company's corporate culture



Share and promote the company's core values and goals



Engage and reward employees



Organise team building events

#2 Relationship with management

50%

of people don't quit their job, they quit their boss



HOW TO IMPROVE?



Build an employee listening strategy



Allow them to take part of the company's mission



Ask for new ideas

#3 Relationship with colleagues

HOW TO IMPROVE?



Organise events



Foster team spirit

#4 Recognition and belonging

Only **26%**
of employees consider being
recognized by their company



WHY IT'S IMPORTANT?



Boost employee
confidence



Feel valued



Help people to find
purpose in their work



Boost belonging
at work



Improve customer
satisfaction
(symmetry of attentions)



Enhance productivity and
company's performance

#5 Work meaning

30%

of employees think their job is meaningless



HOW TO IMPROVE?



Give the company's direction and the operations impacts



Be transparent on company's values



Talk with your employees about the interest they have for their job

#6 Wellness and work-life balance

56%

of employees say they have poor work-life balance



HOW TO IMPROVE?



Create a work environment in line with the employees expectations



Help them work independently



Allow remote work

#7 Flexible working

HOW TO IMPROVE?



Focus on results, not time spent at work



Trust your employees



Let them be proactive

#8 Personal growth and development

92%

of employees think the overall level of engagement is high in companies with a great learning culture



WHY IT'S IMPORTANT?

Employees with a high level of confidence



Feel valued



Feel comfortable at work



Are more involved and efficient

exo

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