

# The greatness gap: The state of employee disengagement

Achievers 2015 UK workforce survey results



# Greatness doesn't happen by chance—it's the accumulation of daily successes.

Scale that across your workforce: Business greatness is the sum of employee successes, day in and day out.

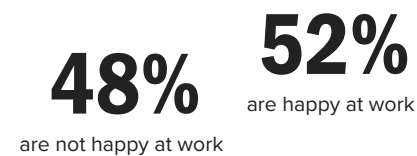
What makes employees successful? It's the same set of requirements for engaging employees. Employees are truly engaged when their needs beyond the basics of compensation and equipment are being met: the less tangible but critical needs for recognition, direction, inspiration and purpose.

Research shows that business success is driven by engaged employees. Engaged employees are the ones who know why they get up each morning to come to work.

But the data shows us there are a few things missing. Our 2015 Workforce Survey asked employees in the UK about their level of connection with core engagement factors, such as their company's mission, their perceptions and experience of recognition at work, and their workplace culture.

For example, while some of your workforce might be passionate about your mission, the vast majority (68 per cent) doesn't find it inspiring at all. And that could explain why the survey also shows nearly half of employees expect to be working for a different employer when looking just one year into the future.

Let's see what employees told us.



Perspective is everything.  
Having a sense of purpose ignites  
employees' intrinsic motivation.  
But for employees today, the bigger  
picture isn't resonating.

## Mission, vision and values

Most—68 per cent—don't find their company's mission statement motivating. Which could be because they don't know their company's mission. Just 29 per cent said they did. And only 30 per cent knew the vision their company is striving toward.

Cultural values fared equally poorly: 70 per cent of employees reported not knowing their organisation's cultural values.

**71%**

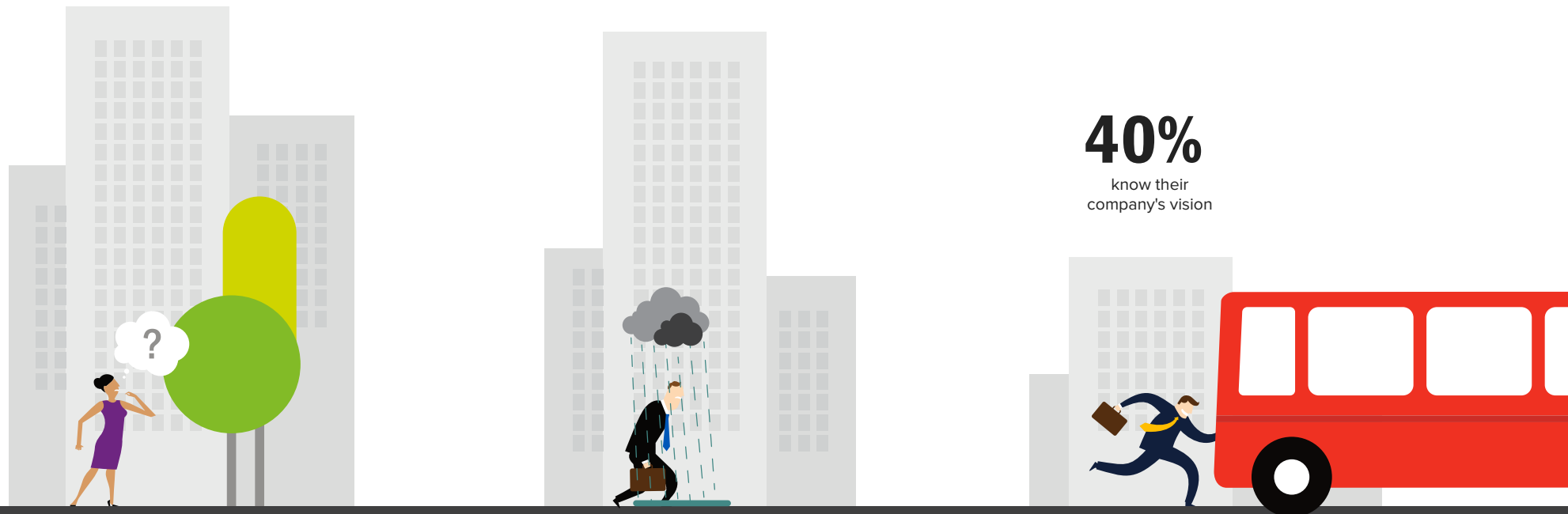
don't know their  
company's mission

**68%**

are not motivated by  
their company's mission

**40%**

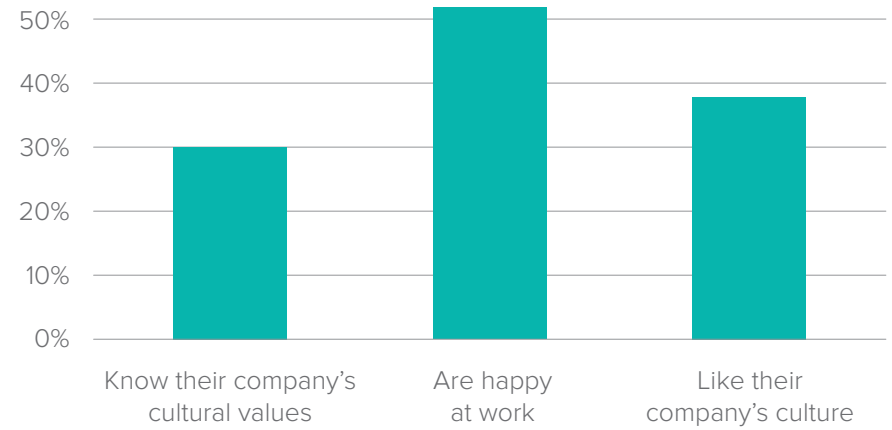
know their  
company's vision



## What about cultural fit?

More than half of employees aren't engaged with the bigger picture and "whys" of the business. What about cultural fit? Is coming to work about the water-cooler culture?

Nope. Only 37 per cent of employees say they like their company's culture. Barely half say they're happy at work!





As the old adage goes, people join companies, but leave bad managers. The results don't bode well for retention.

**Only 42% trust their company's leadership, and nearly half don't expect to be in their current job just one year from now.**

## Leadership and recognising success

And if recognition is any indicator, managers aren't living up to the expectations of their employees. Specifically, 60 per cent of employees reported not receiving in-the-moment feedback from their managers, while more than half of employees don't feel recognised for their

achievements at work. And 63 per cent don't feel recognised for progress toward achieving their goals.

The deep desire for recognition is always there. Almost all employees hope to be recognised regularly, but just 56 per cent said it's occurring at their preferred frequency.

**63%**

don't feel recognised for their progress at work

**60%**

don't feel recognised for their achievements at work

**60%**

don't receive in-the-moment feedback from their managers

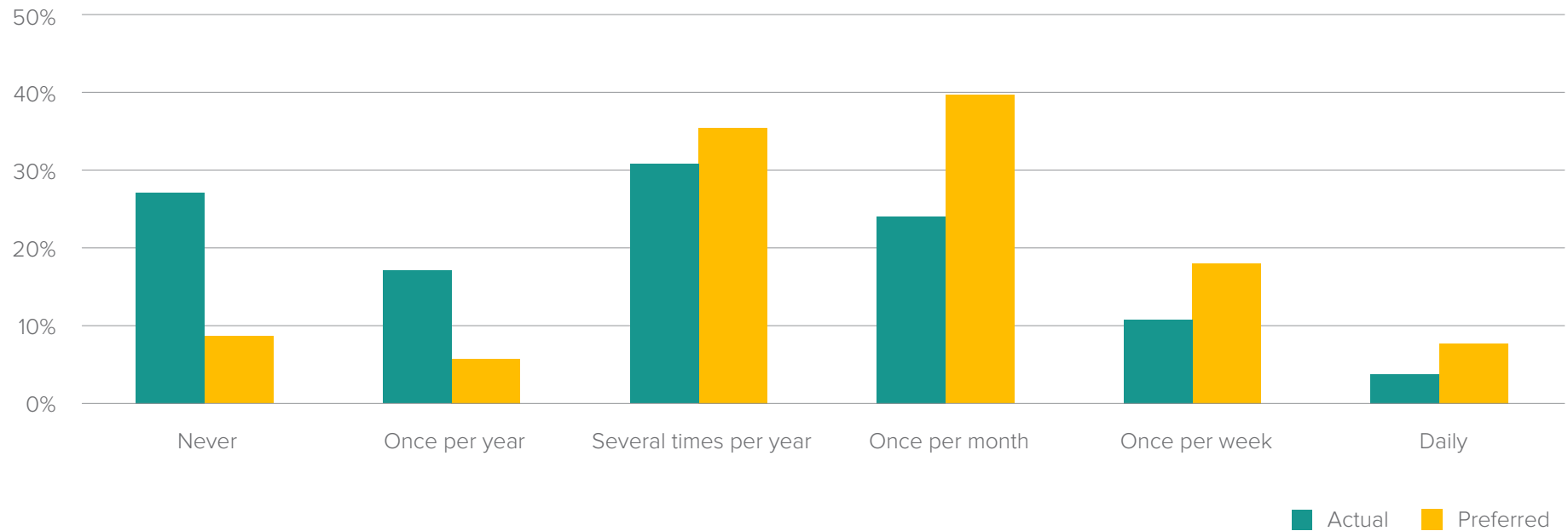
**56%**

are recognised at their preferred frequency



Tip: Managers who engage their employees can be a secret weapon.  
Download our *Manager's E-book* to learn more.

## Actual vs. preferred rate of recognition for work contributions



What happens when companies recognise great work often? Bersin by Deloitte found, for example, that for organisations where recognition occurs, employee engagement, productivity and customer service are approximately 14 per cent better than companies without recognition.

*Bersin by Deloitte. The State of Employee Recognition in 2012.*

## Retention

It's no surprise employees are asking, "Should I stay or should I go?" The future of retention reflects the lackluster connection employees feel with their workplace: Only a little more than half of employees expect to be with their organisations a year from now.

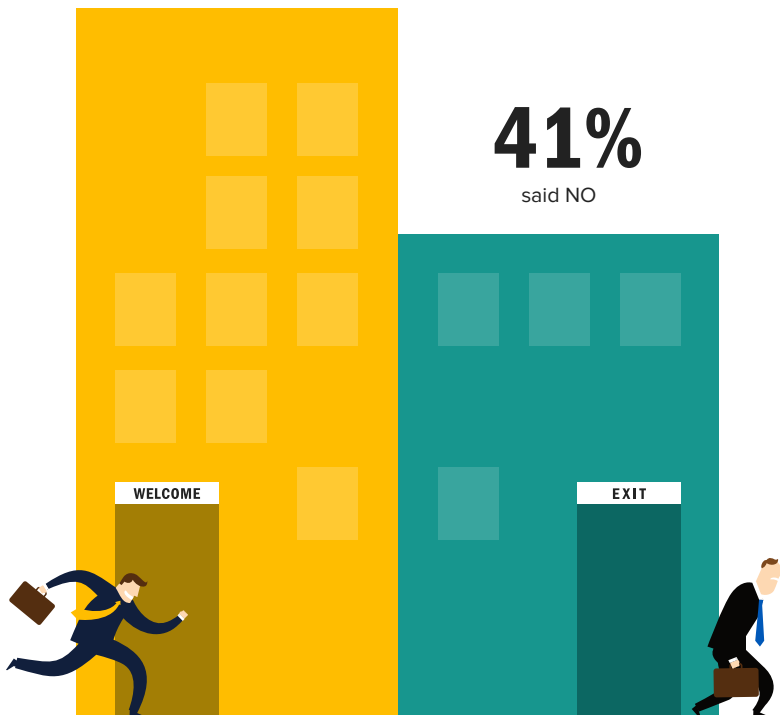
**I am likely to be in my current job a year from now.**

**59%**

said YES

**41%**

said NO



## What's missing?

It's unlikely half of your workforce isn't doing anything worthwhile while at work. The truth is most efforts—even minimal efforts—are valuable and make a difference. But without momentum, purpose and inspiration, the disconnection only grows. It's a negative snowball effect.

Small steps lead to great accomplishments, but employees need to see that they're headed somewhere. Recognising daily efforts—the great little things happening all the time, the stuff that's done right or is on the right track—adds up. It enables employees to see the value in what they're doing and why.

Recognition is the biggest opportunity in business, because what you get is an engaged workforce. And an engaged workforce is a powerful force.



Tip: Rewarding the journey, not just the end result, inspires habits that lead to consistent excellence. Read ***The Ultimate Guide to Employee Recognition*** for more great tips on harnessing the power of recognition.



# Achievers

Achievers delivers an Employee Success Platform™ that enables social recognition, which dramatically increases employee engagement and drives business success.

Take a tour of our Platform today and see how Achievers makes recognising greatness an every day thing.

[www.achievers.com](http://www.achievers.com)

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#### SURVEY METHODOLOGY

Survey methodology for Achievers 2015 UK workforce survey

Confidence level: 95%

Sample: 391 full-time employees

Gender: 58% Female, 42% Male

Age:>60 - 12%; 45-60 - 43%; 30-44 - 33%; 18-29 - 12%; <18 - 0%

Region: UK

