

The average level of employee engagement is a little under 50%. Inspirational organisations can get over 80%, but it means building on the checklist below.

The 1 in 5 employees who are 100% engaged see their organisation as demonstrating high levels of optimism, trust, direction and momentum for change (view BPA's previous post for our observed levels of employee engagement with the organisation overall).

In the image you can see a checklist of 7 things they all agree on!

The 1 in 5 employees who are 0% engaged see their organisation as having none of these things.

What makes a great level of Employee Engagement with the Organisation?

- ✓ People are very optimistic about the future
- ✓ High trust in management
- ✓ Strong sense of success and achievement
- ✓ Can-do mentality to solving problems
- ✓ Change means better things to come
- ✓ Strong sense of purpose and direction
- ✓ Climate of trust & respect – not fear