



Execs In The Know

**Leaders' Challenge &
Opportunity Session:
Engagement –
The First 90 Days**

What percent of new hires decide if a job is the right fit for them within the first month?

70%

What percent of all new employees last less than 90 days on the job?

35%

What percent of an entry-level employee's salary does it typically cost to replace them?

50%





Gallup defines employee engagement as the **emotional commitment** an employee has to their organization and its goals

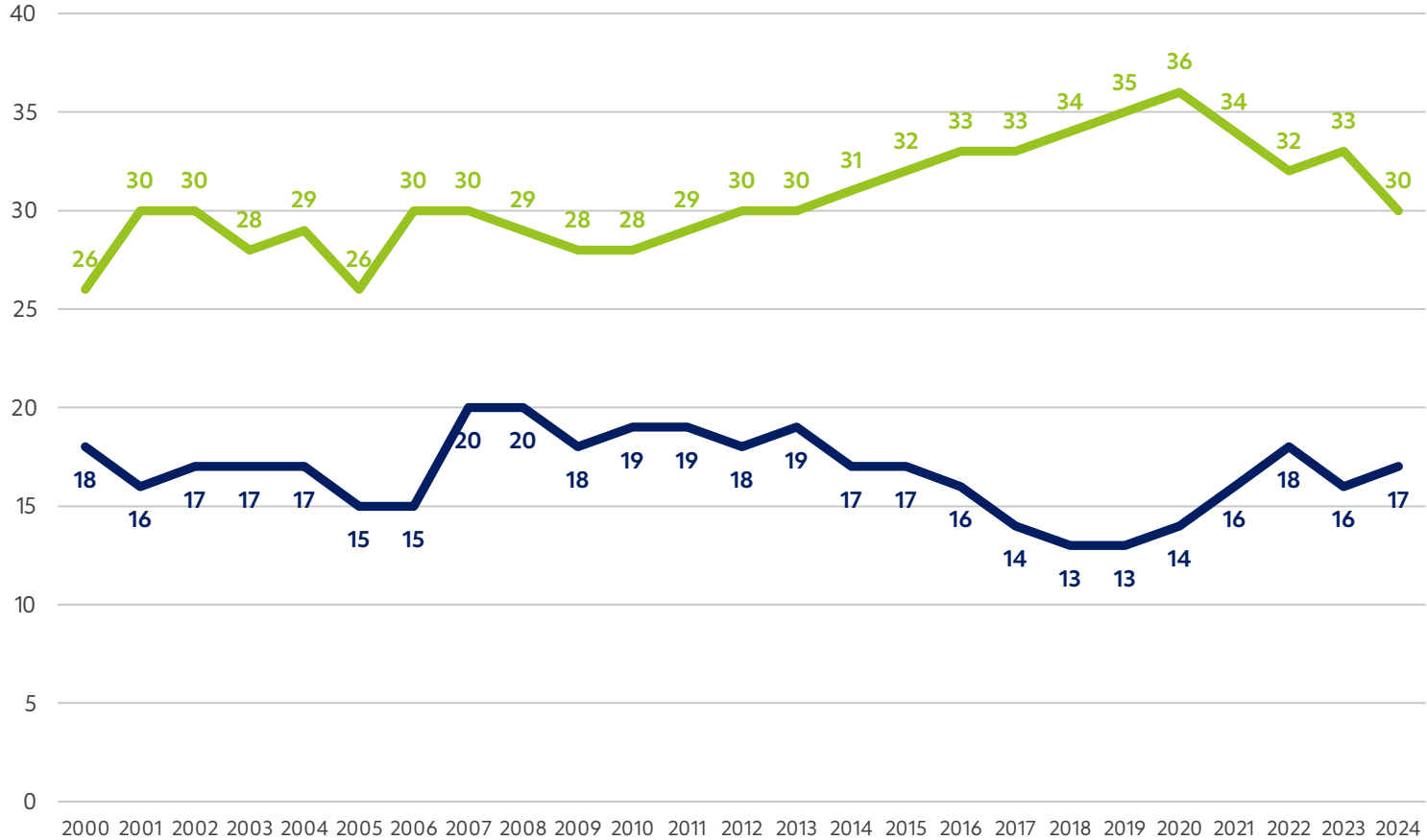
Engaged employees are **enthusiastic** about their work, **deeply involved** in their roles, and **feel a strong connection** to their company

According to Gallup, engaged employees are more **productive, loyal, and likely to contribute** to their organization's success



Concerning Indicator of Declining Productivity

U.S. Employee Engagement Data



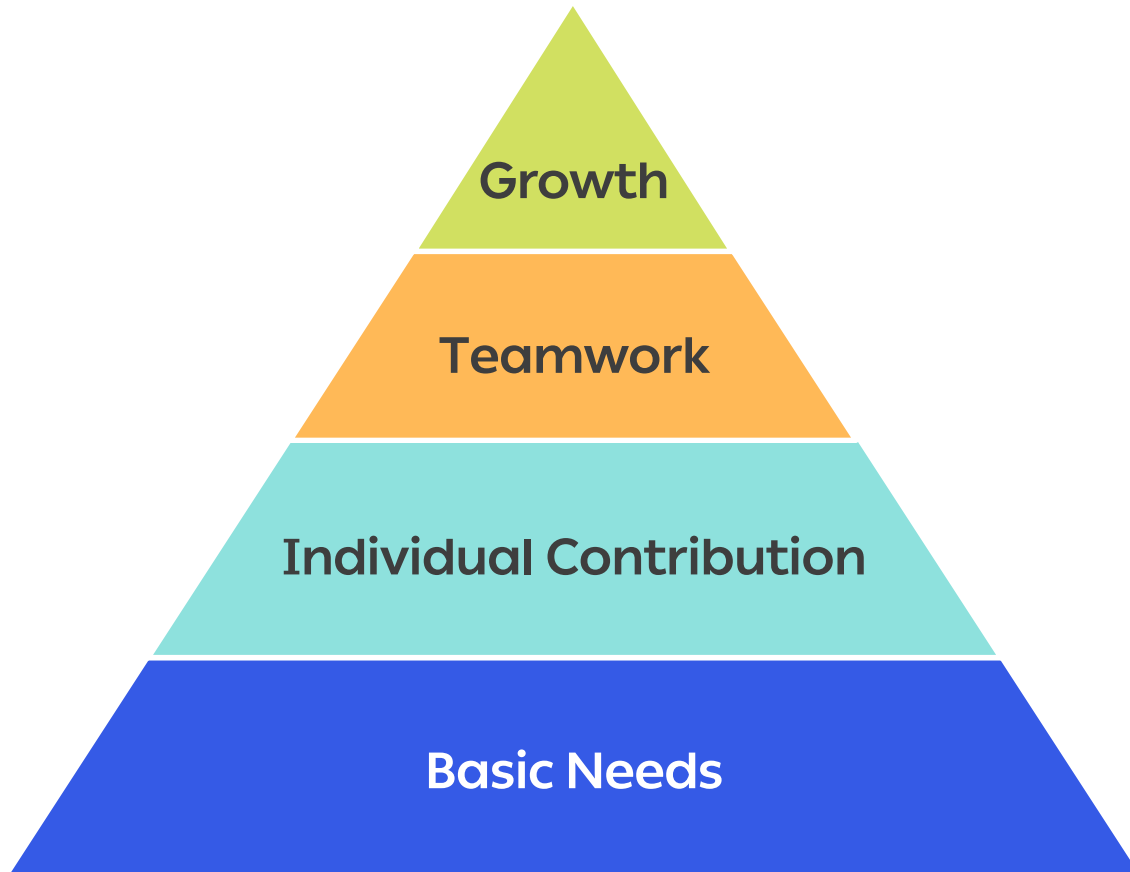
Engaged Actively disengaged

* Data © 2024 Gallup, Inc.

- Each percentage point drop in engagement represents approximately 1.6 million employees.
- Not engaged or actively disengaged employees account for about \$1.9 trillion in lost productivity nationwide.



The Gallup Q¹² Engagement Hierarchy



Growth

Q12: I have had opportunities at work to learn and grow in the last year

Q11: Someone at work has talked to me about my progress in the last six months

Teamwork

Q10: I have a best friend at work

Q09: My coworkers are committed to doing quality work

Q08: The mission or purpose of my company makes me feel my job is important

Q07: At work, my opinions seem to count

Individual Contribution

Q06: Someone at work encourages my development

Q05: My supervisor or someone at work seems to care about me

Q04: I have received recognition in the last 7 days

Q03: I have the opportunity to do what I do best every day

Basic Needs

Q02: I have the materials and equipment I need

Q01: I know what is expected of me at work



Employee Lifecycle



Employee Lifecycle | Activity Focus



Summary

- Broaden your Definition of Engagement
Recommend the Gallup Q12 Principles
- Conduct a Current-State Analysis in the First 90 Days of your Employee Lifecycle
Where do you have most opportunity for engagement improvement?
- Get a Baseline
- Take Action (Pilot!)
Use ideas from today's session
- Survey & Assess Results to Showcase Impact



Thank You.