

The Silent Killers of Employee Engagement and How to Cure Them

Engagement is at the top of your mind every year, but measuring, increasing and maintaining it is pretty tricky. Surveys can only tell you so much. Perks and rewards programs have their limits, especially when silent killers are lurking, ruining your engagement strategies.

Read on to learn what they are and how to cure them.



FINANCIAL STRESS

33% of employees spend time at work dealing with personal financial issues.

HOW MUCH?

On average, nearly **7 hours** a month.¹



VOLUNTARY BENEFITS

77% say they'd be interested in voluntary benefits to help with their financial wellness.²

Don't forget to communicate! Employees whose benefits are clearly communicated are more likely to go the extra mile and support their company's values.³

FLEXIBILITY AND WORK-LIFE BALANCE

20% feel they don't have proper work-life balance.

THEIR TOP CONCERNS:

Not being able to take care of their health and burnout.⁴



BALANCE CULTURE

Foster a culture that encourages taking time off and allows employees to **truly unplug from the office**.

Allow for greater independence. Communicate goals and **allow employees to decide how best to achieve them**. Set firm guidelines to prevent abuse.

POOR MOBILITY

Employees are least satisfied with career development and networking opportunities, key indicators of engagement.⁵

But that's been the top driver of engagement for the last 3 years.⁶



CAREER PATHING

Provide **clear paths** for development.

Offer training opportunities, like **job shadowing**, and encourage **cross-departmental projects** where time allows.

FEELING UNRECOGNIZED

24% are unsatisfied with management's recognition of their performance.

50% SAY THIS IS A KEY MEASURE OF THEIR SATISFACTION.⁷



PERFORMANCE AWARDS

Try giving employees **public recognition** through company intranet, town halls and email updates.

Consider **spot bonuses, gift cards** or other **financial compensation**.

Now that you know these silent killers are lurking around the office, you can jumpstart your engagement program with these cures. A robust voluntary benefits package is a great place to start.

READ EBOOK
ON VOLUNTARY BENEFITS

¹2014 Harris Poll, ²2014 Harris Poll, ³Unum, *Beyond the Usual Benefits*, ⁴2014 Harris Poll, ⁵SHRM, *2014 Employee Job Satisfaction and Engagement Report*, ⁶Aon Hewitt, *2014 Trends in Global Engagement Report*, ⁷SHRM, *2014 Employee Job Satisfaction and Engagement Report*

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