SpotOn

7 Ways to Engage Your Employees in 2019

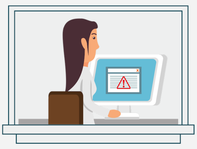
As a business owner, it's important to put the **customer first**, but equally important is making sure your employees are **engaged**, meaning they feel a connection with your company and are motivated to do a good job.

Amazingly, only **15%** of employees worldwide are engaged!

Businesses that effectively engage their employees:

SUPPLY THE RIGHT TOOLS & TECHNOLOGY

3 out of 4 employees in America believe employers don't give them access to the latest technology to do their jobs efficiently.



About **40%** of workers say they left a company because they lacked access to state-of-the-art digital tools, and **58%** say they need to work elsewhere to gain digital skills.

PROVIDE TRAINING & ENCOURAGE LEARNING

Businesses with a strong learning culture enjoy employee engagement and retention rates **30 – 50%** higher than businesses that don't.

Offering career training and development would keep **86%** of millennials from leaving their current position.

ENCOURAGE SOCIAL CONNECTIONS

88% of employees rate their relationship with their coworkers as important to their job satisfaction.

Women who have a **best friend** at work are more than twice as likely to be engaged (63%) compared with the women who say otherwise (29%).

LEAD BY EXAMPLE

Belief in senior leadership is the **#1** factor in creating positive employee engagement.

58% of workers say they'd start a job with a lower salary if that meant working for a great **boss**.

85% of employees say they are likely to stay longer with an employer that shows a high level of **social responsibility**.

LISTEN TO YOUR EMPLOYEES

Employees who feel their voice is heard at work are

4.6x more likely

to feel empowered to perform their best work.

OFFER FLEXIBLE WORK OPTIONS

75% of workers say they experience greater productivity at home because they encounter fewer distractions:

Fewer interruptions from colleagues (74%)

Less stress from commuting (71%)

Less office politics (65%)

CELEBRATE ACCOMPLISHMENTS & APPRECIATE YOUR EMPLOYEES

Limited recognition and praise is the **#1** reason people leave jobs.

79% of people who quit their jobs cite **"lack of appreciation"** as their reason for leaving.

70% of employees say that motivation and morale would improve massively if managers said **"thank you"** more often.

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