

Press Release

The Five O'Clock Club

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FOR IMMEDIATE RELEASE

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How To Have “Engaged” Employees

In a recent and interesting survey of 3 million employees, The Gallup Organization has done research into what they call “employee engagement.” The questionnaire contained 12 questions, and according to Gallup three groups emerged: employees who are actively engaged; not engaged; and actively disengaged.

The research concluded that: 29% of the U.S. workforce is actively engaged, 55% is not engaged, and 16% is actively disengaged. In other words, 71% of the Americans who go to work every day aren't engaged in their job!

According to Gallup, the **“engaged”** employees are builders who use their talents and develop productive relationships. The employees that are **“not engaged”** tend toward indifference; they take a wait-and-see attitude toward their work, their employer, and their peers. They do not initiate and move the organization forward. Finally, the **“actively disengaged”** feels and acts out estrangement from the organization. This is truly poisonous for productivity. Indeed, Gallup estimates that the cost to the economy from this group is as much as **\$350 billion** per year in lost productivity!

So a key to organizational effectiveness is to move as many employees as possible into the “engaged” category. The following eleven Five O’Clock Club recommendations can help in this effort:

- Help employees **see the connection** between the health of the company and their own welfare.

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- People (employees!) who **have goals** do better. Performance reviews should help set reasonable goals for the coming time period. There should be a **plan** for internal career management.
- Develop **mentoring relationships** between senior and junior members of the organization.
- Encourage employees to talk about their **needs** in their present position.
- Encourage employees **to join associations**; perhaps offer time and money to fulfill this objective.
- Provide for and encourage **learning interesting new skills**:
 - Have in house training programs.
 - Provide matching funds for outside classroom instruction.
 - Encourage (reward) the application of newly acquired knowledge and skills.
- **Empower your employees**. Allow tasks to be managed at the lowest level possible and practical.
- Ask employees to **write proposals** for ways to improve things.
- Allow for the **free flow of information** within the organization. Unnecessary secrecy only alienates those who are not “on the inside.”
- **Expand everyone’s network** within the organization. Allow access to more senior management for good cause.
- Treat severed employees well, offering them **career counseling** in their transition to a new job. This keeps morale high.

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The Five O’Clock Club is the only career program in which members meet with professional counselors and peers on a regular weekly basis in a friendly, club-type format. The Club offers small group career counseling across the U.S. and Canada. www.FiveOClockClub.com

Richard Bayer, Ph.D., is an economist, ethicist and author on labor economics, and also the Chief Operating Officer of The Five O’Clock Club. He is a frequent guest on local and national media including the TODAY SHOW, CNN and others. He and the Club have also been featured in The Economist, FORTUNE and other publications. Dr. Bayer is co-chair of The Employment Roundtable, a group of industry leaders and government personnel who converge each month to discuss trends in the workforce.