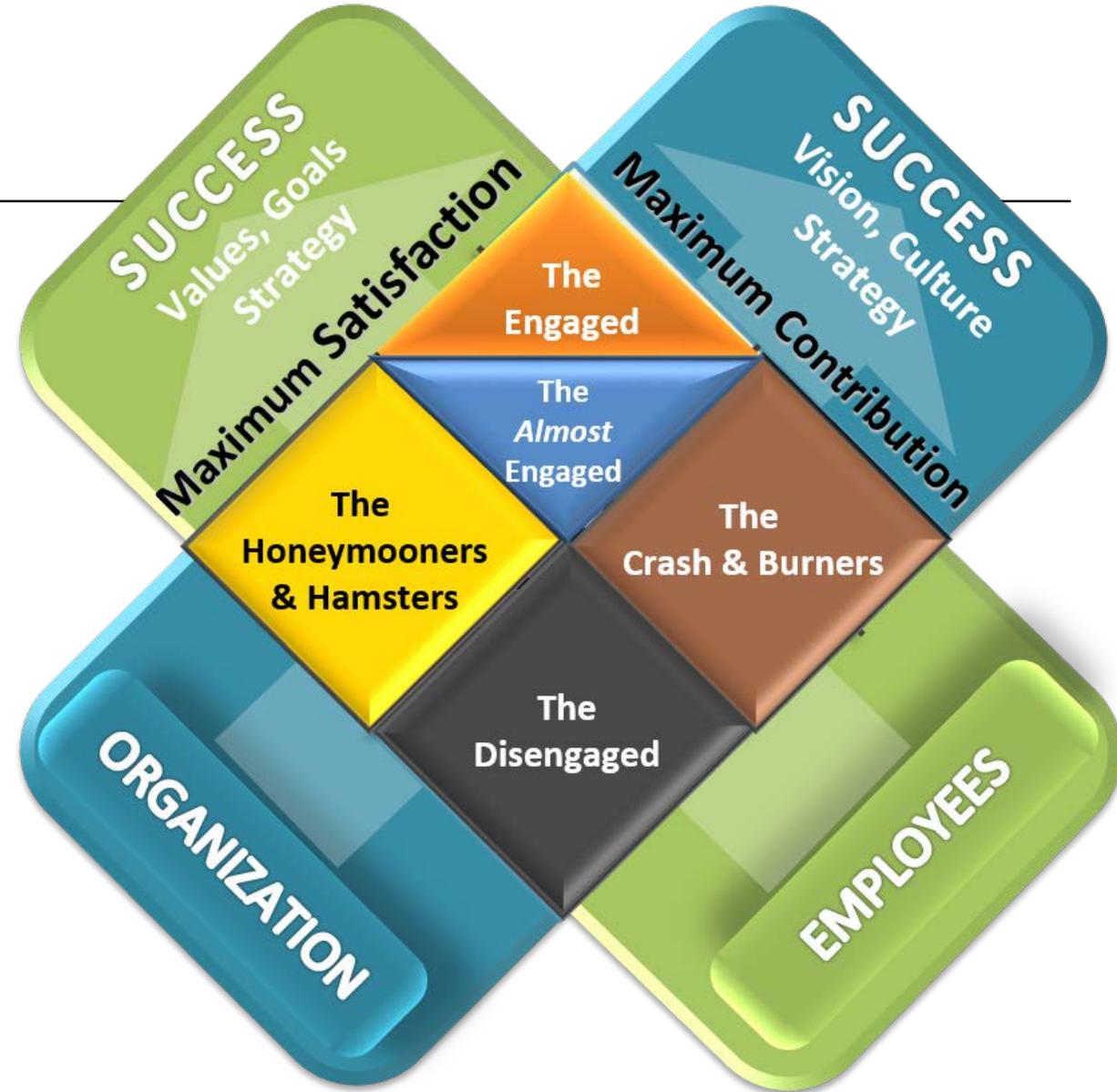




# X Model for Employee Engagement

# X Model for Employee Engagement

We believe that aligning employees' values, goals and aspirations with those of the organization is the best method for achieving the sustainable employee engagement required for an organization to reach its goals. The index we use to determine an employee's engagement level contains items that reflect the two axes of contribution and satisfaction. By plotting a given population against the two axes on our business engagement model diagram, we identify 5 distinct employee segments.



LEVELS	DESCRIPTION
<p><b>The Engaged:</b> High contribution &amp; high satisfaction</p>	<p>These employees are at “the apex” where personal and organizational interests align. They contribute fully to the success of the organization and find great satisfaction in their work. They are known for their discretionary effort and commitment. When recruiters call, they cordially cut the conversation short. (“I like my work and do it well”) with maximum job contribution (“I help achieve the goals of my organization”).</p>
<p><b>Almost Engaged:</b> Medium to high contribution &amp; satisfaction</p>	<p>These employees are among the high performers and are reasonably satisfied with their job. They may not have consistent “great days at work,” but they know what those days look like.</p>
<p><b>Honeymooners &amp; Hamsters:</b> Medium to high satisfaction but low contribution</p>	<p>Honeymooners are new to the organization or their role – and happy to be there. They have yet to find their stride and or clearly understand how they can best contribute. Hamsters may be working hard but are in effect “spinning their wheels,” working on non-essential tasks, contributing little to organizational success. Some may even be hiding out, curled up in their cedar shavings, content with their position (“retired in place”).</p>
<p><b>Crash &amp; Burners:</b> Medium to high contribution but low satisfaction</p>	<p>Disillusioned and potentially exhausted, these employees are top producers who aren’t achieving their personal definition of success and satisfaction. They can be bitterly vocal about the fact that senior leaders are making bad decisions or that colleagues are not pulling their weight. If left alone, they are likely to slip down the contribution scale to become.</p>
<p><b>The Disengaged:</b> Low to medium contribution and satisfaction</p>	<p>Most Disengaged employees didn’t start out as bad apples. They still may not be. They are the most disconnected from organizational priorities, often feel underutilized, and are clearly not getting what they need from work. They’re likely to be skeptical, and can indulge in contagious negativity.</p>