DATA WE PAY ATTENTION TO...
(AND STAY CURIOUS ABOUT)

POSI+IVE ENERGY WORKPLACE Initiative™
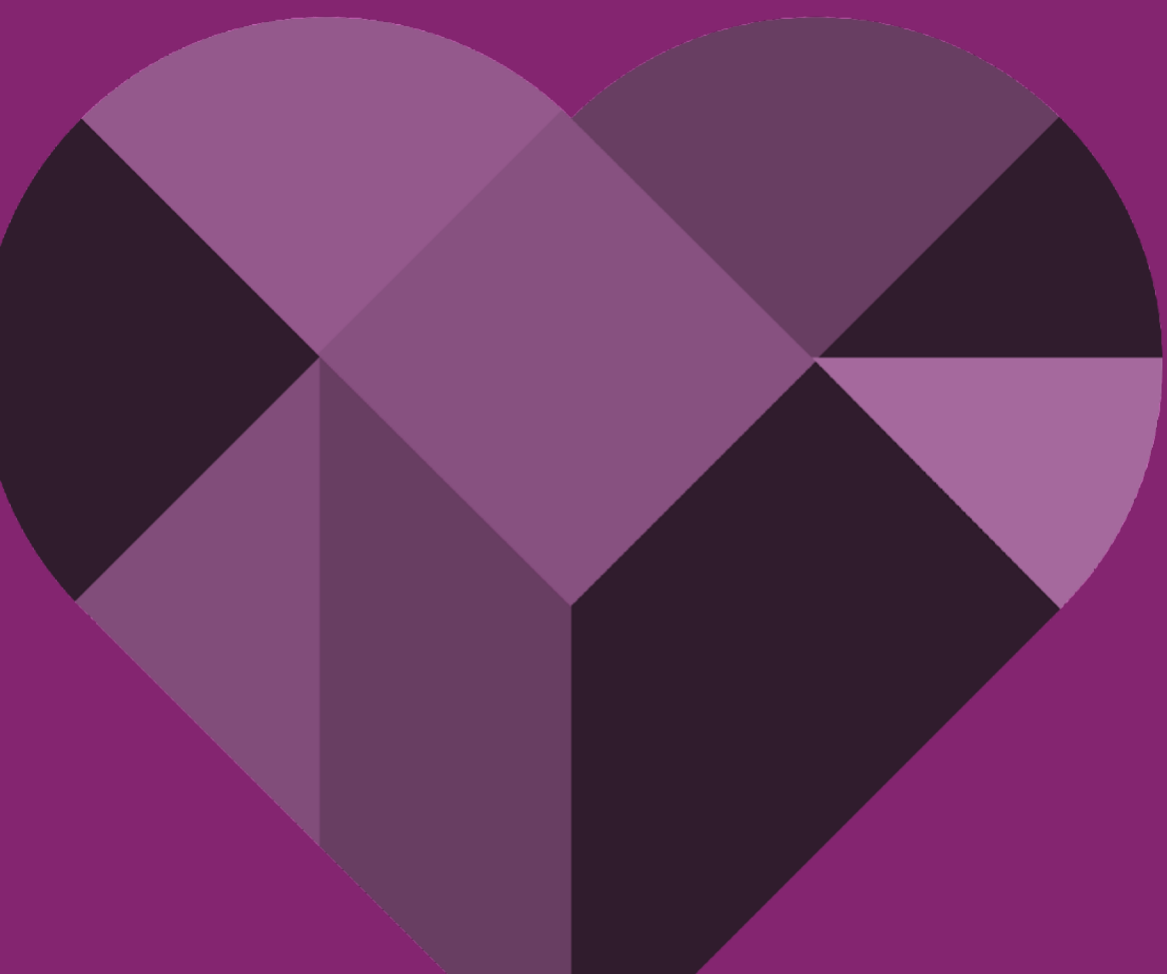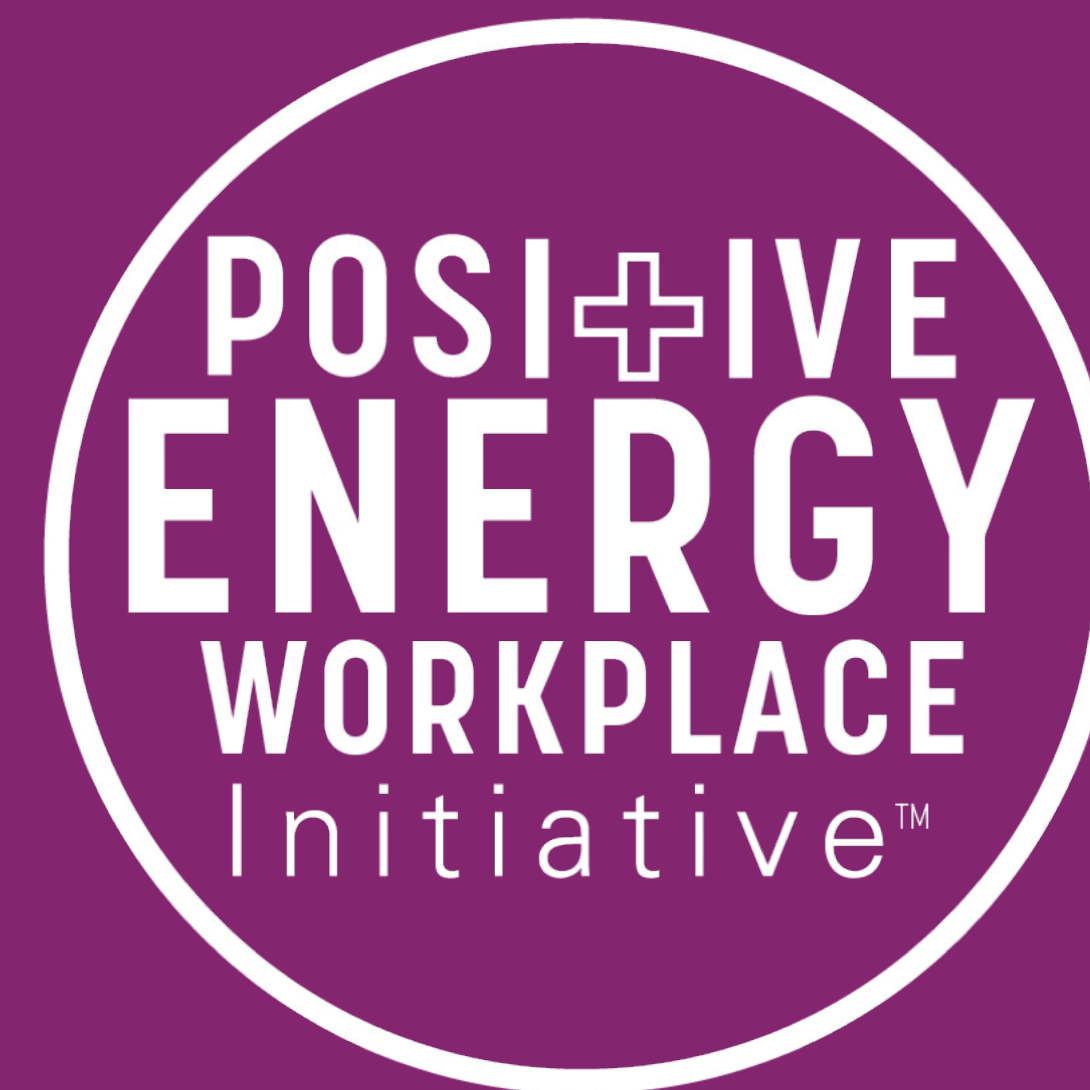
TALENT + ENGAGEMENT NEEDS A NEW APPROACH

POSI+IVE ENERGY WORKPLACE Initiative™

$368B+
ANNUAL SPEND IN TRAINING INITIATIVES

$8.8 TRILLION
COST OF LOW ENGAGEMENT GLOBALLY

51%
EMPLOYED WORKERS ACTIVELY SEEKING OR WATCHING FOR A JOB

50%
QUIT THEIR LEADER/MANAGER

44%
EMPLOYEES EXPERIENCING A LOT OF STRESS

GLOBALLY
23% "THRIVING" (ENGAGED)
59% "QUIETLY QUITTING" (NOT ENGAGED)
18% "LOUD QUITTING" (ACTIVELY DISENGAGED)

CAUSES OF QUIET QUITTING

41% ENGAGEMENT + CULTURE

28% PAY + BENEFITS

16% WORK-LIFE BALANCE

*GALLUP'S 2023 STATE OF THE GLOBAL WORKPLACE REPORT, GALLUP ET AL

CREATING AN AUTHENTICALLY POSITIVE ENERGY WORKPLACE.
5 ATTRIBUTES OF A TOXIC CULTURE

1. Disrespectful

2. Non-Inclusive

3. Unethical

4. Cutthroat

5. Abusive

Global Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

21%

LIFE EVALUATION
(Thriving)

33%

Daily Negative Emotions

DAILY WORRY

40%

DAILY STRESS

44%

DAILY ANGER

21%

DAILY SADNESS

23%
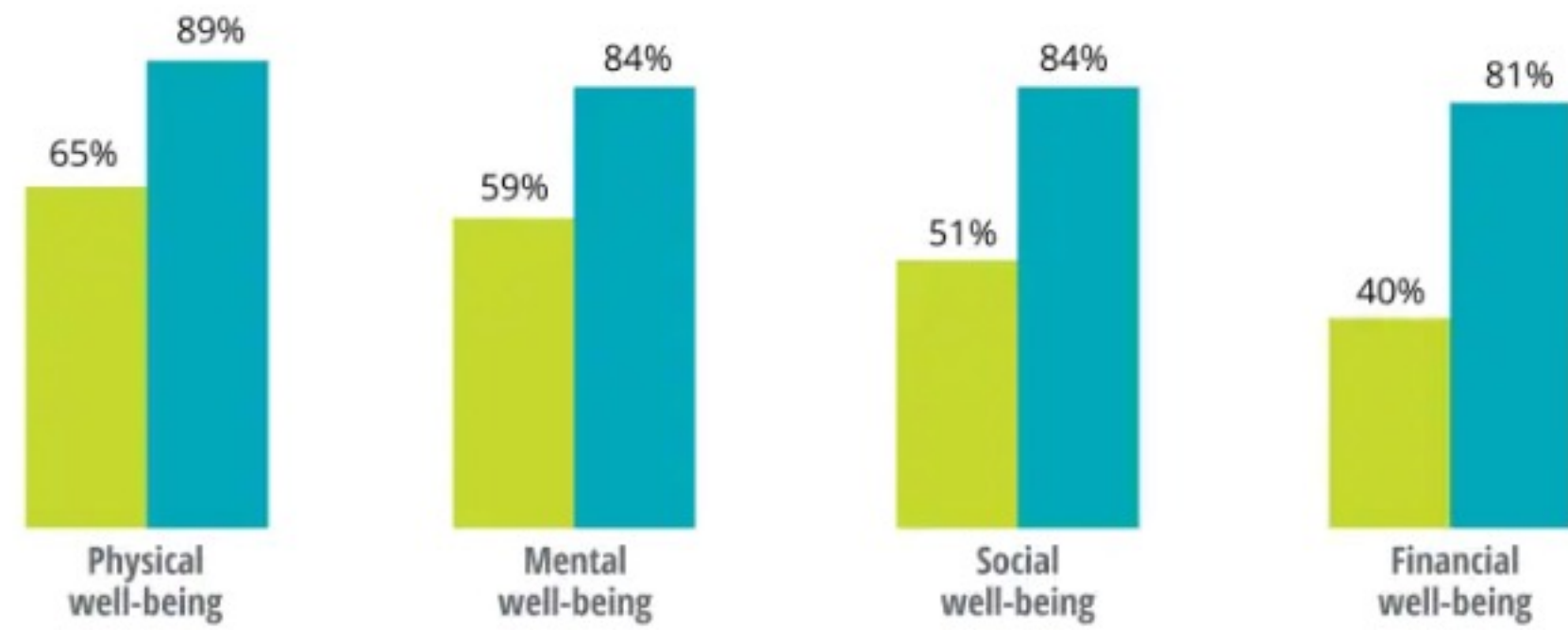
21% of employees are engaged at work.

33% of employees are thriving in their overall wellbeing.

State of the Global Workplace Report 2022, Gallup

The C-suite significantly underestimates how much employees are struggling with their well-being

Percentage who selected "excellent" or "good"

■ Employees' self-reported well-being   ■ The C-suite's assessment of employee well-being

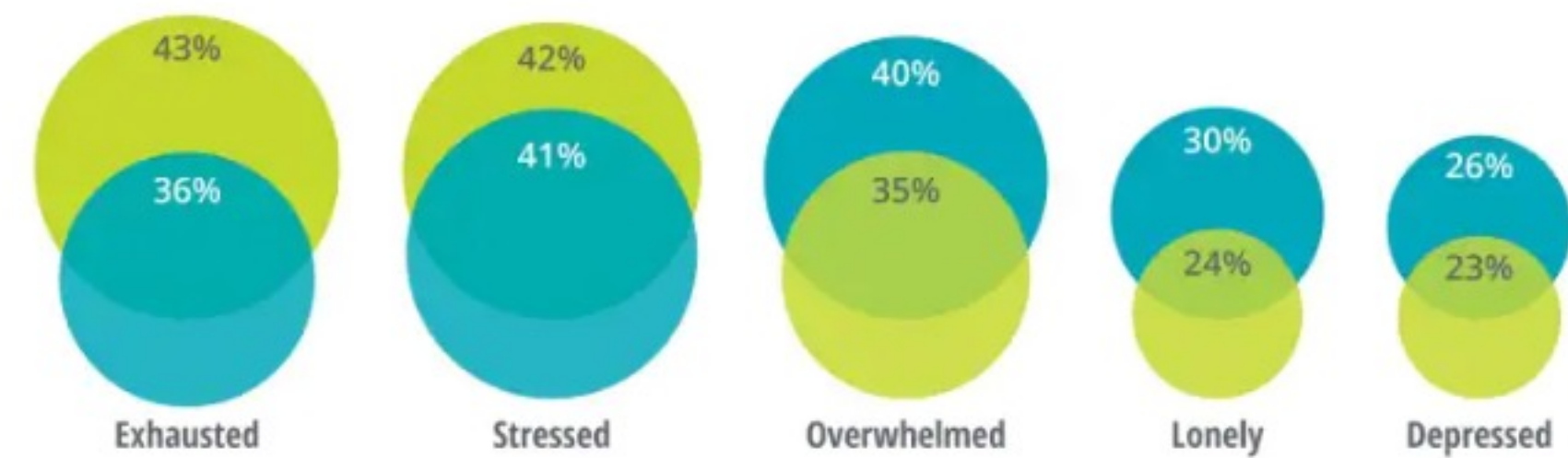|	Employees	C-suite
Physical well-being	65%	89%
Mental well-being	59%	84%
Social well-being	51%	84%
Financial well-being	40%	81%

Source: Deloitte analytics.

Deloitte Insights | deloitte.com/insights

Around one out of three employees and executives are constantly struggling with fatigue and poor mental health

Percentage who said they "always" or "often" feel this way

■ Employees   ■ C-suite

	Employees	C-suite
Exhausted	43%	36%
Stressed	42%	41%
Overwhelmed	35%	40%
Lonely	24%	30%
Depressed	23%	26%

Source: Deloitte analytics.

Deloitte Insights | deloitte.com/insights

The Impact of Well-Being:

- 47% vs. 90%: 47% of workers believe their executives **understand how difficult the pandemic has been** for them; 90% of the C-suite who say they do recognize how challenging it's been

- 53% vs. 88%: 53% of employees **feel that their company's executives have been making the best decisions for their well-being** during the pandemic; 88% of the C-suite believe their decision-making has been exemplary

- 56% vs. 91%: 56% of employees **think that their company's executives care** about their well-being; 91% of the C-suite believe that employees feel their leaders care about them.

- Nearly 70% of the C-suite respondents are **seriously considering quitting** for a job that better supports their well-being. Fifty-seven (57%) percent of employees are considering quitting.

- 68% of employees and 81% of the C-Suite say that improving their **well-being is more important** than advancing their career.

- 73% of the C-Suite say they're **transparent about their well-being**, but only 22% of employees agree. (And only 33% of employees are sharing about theirs.)

WHY PEOPLE LEAVE:
EMPLOYER VIEWS.

Employers do not fully understand why employees are leaving.

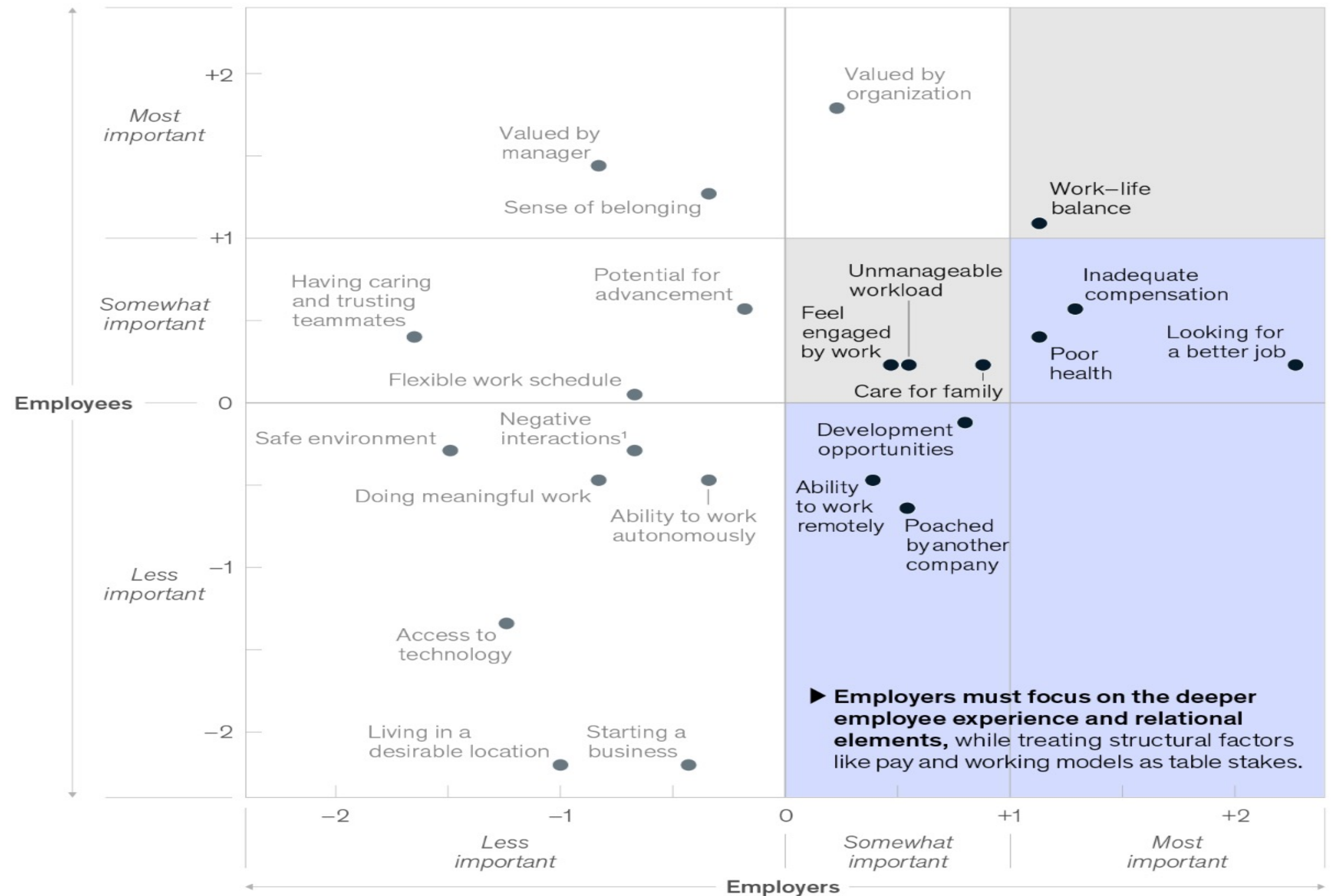**Factors that are important to employees versus what employers think is important**

Employee views | Employer views

Less important to employees than employers think | As important to employees as employers think

▶ Instead, employers overindex on transactional factors, which are not primary drivers. These include external factors (such as workers job-hunting) and structural aspects (compensation, for example).

Most important
+2 — Valued by organization

Valued by manager

Work–life balance

Sense of belonging

+1 — Somewhat important

Having caring and trusting teammates
Potential for advancement
Unmanageable workload
Inadequate compensation

Feel engaged by work
Poor health
Looking for a better job

Flexible work schedule
Care for family

Employees 0 —

Safe environment
Negative interactions[1]
Development opportunities

Doing meaningful work
Ability to work autonomously
Ability to work remotely
Poached by another company

Less important
−1 —

Access to technology

▶ **Employers must focus on the deeper employee experience and relational elements,** while treating structural factors like pay and working models as table stakes.

−2 — Living in a desirable location
Starting a business

−2 (Less important) | −1 | 0 (Somewhat important) | +1 | +2 (Most important)

Employers

Note: Standardized scores are reported for both employee and employer perspectives. Employees were asked to respond to the following question: To what extent did the following factors impact your decision to leave your last job? (Not at all, slightly, moderately, very much, extremely); employers were asked to respond to the following question: Why do you think employees are choosing to leave your organization now? (select all that apply)
[1]Includes clients, customers, patients, and students.

McKinsey & Company

WHY PEOPLE LEAVE:
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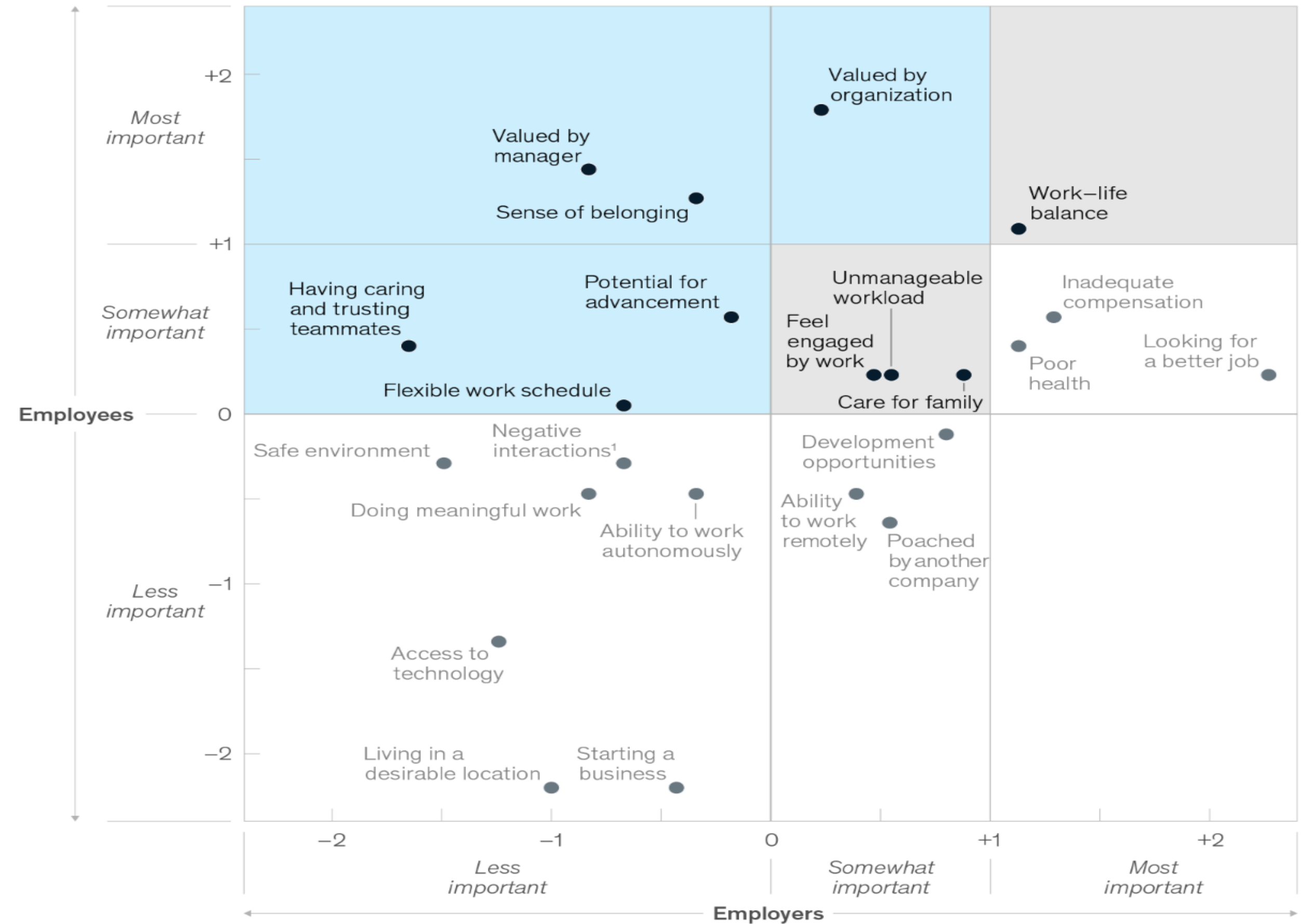Factors that are important to employees versus what employers think is important

Employee views / Employer views

▶ Employers seem to overlook the relational elements that are key drivers for why employees are leaving, such as lack of belonging or feeling valued at work.

More important to employees than employers appreciate

As important to employees as employers think

DATA: COMMUNICATION

- The U.S. has an estimated <u>$1.2 trillion loss among Businesses per year</u> due to poor communication.

- Business leaders lose an estimated 7.47 hours a week—nearly an entire day—due to poor communication. That adds up to an estimated loss of $12,506 per employee every year.

- 76% of business leaders say: "my team spends too much time and energy resolving miscommunications."

- 75% say "I spend to much time and energy resolving miscommunications."

- The majority of business leaders experience the negative impact of those miscommunications on a weekly basis.

- Businesses with 15% or more employee turnover are 34% more likely to say that their team struggled with communicating effectively over the last year

Source: Grammarly's "State of Business Communication" study, 2022

CONTAGIOUS NUMBERS

93% of one's impact (in regards to emotions and attitude) is in presence*

.10 Second (to make a first impression)**

2.5 Hours/day of drama in the workplace/person***

$371 Billion (Global) | $172 Billion (US) 2021 in Corporate Training****

50% of people quit their leader, not their job*****

52% of people who leave say company could have done something to prevent it

7.8 Trillion low engagement cost to the Global economy

SOURCES:
*UCLA et all, Dr. Mehrabian original study about communication.1967, 1971, 2007
** First Impressions study, Princeton, 2005 (More on this in CONTAGIOUS YOU)
*** Cy Wakeman, Drama Researcher, 2022
****Training Industry, 2021
***** State of Global Workplace Report 2022, Gallup (for remainder of data on page)

Training Impact and Gaps...

U.S. companies spent $160 billion on employee training and education in 2020, yet:

- 58% of managers said they did not receive any management training.

- 79% of people quit their job due to lack of appreciation

- 77% of organizations report they are currently experiencing a leadership gap.

- Only 10% of CEOs believe their company's leadership development initiatives have a clear business impact.

- 63% of Millennials said their leadership skills were not being fully developed.

- Only 11% of surveyed organizations reported they have a "strong" or "very strong" leadership bench. (Lowest in 10 years.)

- Fewer than 20% of organizations have a bench of capable leaders ready to fill critical roles.

Sources: "Latest Corporate Crisis: Only 11% of Surveyed Companies Have a Strong Leadership Bench," by Edward Segal, May 19, 2021, and "Leadership Transitions Report 2021," Development Dimensions International, Inc., 2021.
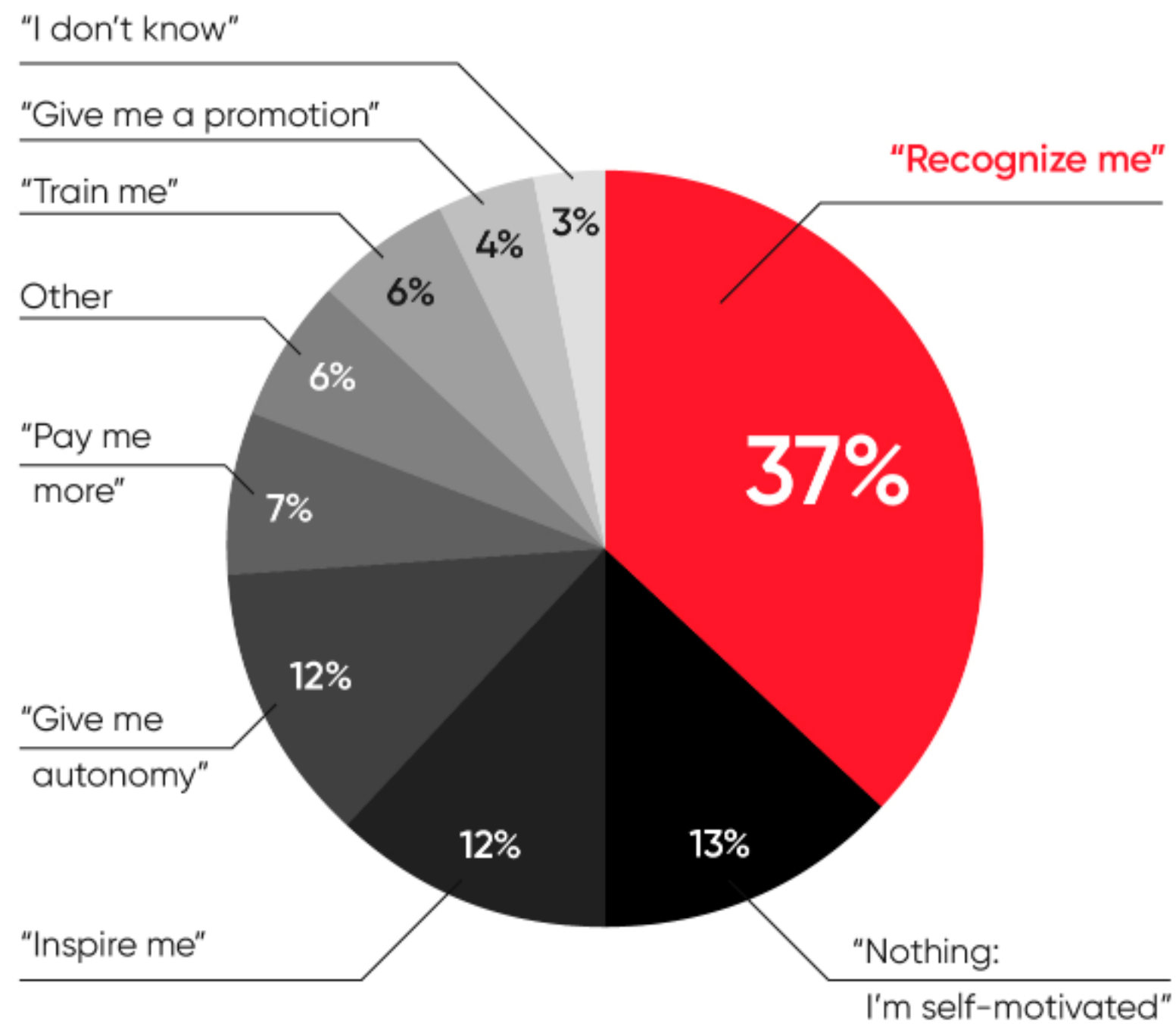
The Impact of Recognition on Engagement:

1. Approximately 34% of US workers **feel engaged**, 53% of workers in the US **are not** engaged.

2. Employee recognition was **most important** to 37% of employees.

3. 65% of employees haven't received any form of recognition for good work in the last year.

4. An employee who has been recognized is 63% more likely to **stay at his or her current job** within the next three to six months.

5. Business **productivity increases** by 31% when employees are happy.

6. A recent report on employee recognition stats found that 92% of workers are more likely to **repeat a specific action** after receiving recognition for it.

7. More than **40% of employed Americans** feel that if they were recognized more often, they would put more energy into their work.

Most important drivers of great work

- "Recognize me" — 37%
- "Nothing: I'm self-motivated" — 13%
- "Inspire me" — 12%
- "Give me autonomy" — 12%
- "Pay me more" — 7%
- Other — 6%
- "Train me" — 6%
- "Give me a promotion" — 4%
- "I don't know" — 3%

Source: O.C. Tanner

Compared to those who do not consistently feel recognized at work, **people who do feel recognized at work are:**

- 2.6x more likely to think that promotions are fair

- 2.2x more likely to say innovative thinking is embraced

- 2.0x more likely to say people here are willing to go above and beyond

Moving Forward...

50% of employees will need to be **re-skilled by 2025.**

94% of business leaders expect employees to learn **new skills on the job.**

Source World Economic Forum, 2021

With the onset of the Great Resignation, many employers have adjusted their approach to cultivating a desirable work environment. Prior to the pandemic, 52% of employers surveyed by Willis Tower Watson named Employee Experience (EX) as a priority. In 2021, 92% of employers said they plan to prioritize EX over the next 3 years.

People will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Maya Angelou

WHAT IS CULTURE? (Hint: See slides and data above. ⬆)

What people often think culture is:

- Company Values posted on walls
- Perks and benefits and lunches, oh my!
- Work hours
- Foosball tables
- Meeting styles
- "High-performance" results
- Hustle Culture
- Rock star results
- How you do your performance reviews
- Your feedback process
- The things you may *DO* to create culture...

What culture actually IS:

- How your people feel when they come to work
- The level of psychological safety in your org
- How people *feel* about your meetings
- *How* you give (and receive) that feedback
- How you show up in your organization
- Accountability, congruency, and ownership
- Responsiveness & Acknowledgement
- Energy (Authentic positive energy vs."toxic positivity")
- The level of trust and truth-telling
- People feeling seen, heard, and believed in
- The things you may *BE* for creating culture...

Great News! These things are not mutually exclusive, they support each other.
But, if you don't have the BEING of culture handled, your DOING may be making things worse.

"

Culture is the energy of the container we create for ourselves – and others – to do our best work, be our best self, feel awake and on purpose, and show up well – or not.

-- Anese Cavanaugh,
    Author Contagious Culture and Contagious You,
    Founder IEP Method® and the Positive Energy Workplace™ Initiative
    CEO & Founder, Active Choices, Inc.

ABOUT ACI.

ACTIVE CHOICES

Active Choices, Inc. is a Strategic Advisory, Consulting, Coaching, and Training Firm devoted to helping our clients create an authentic Positive Energy Workplace, high-impact leadership, and true organizational health through our proprietary methodology and proven impact models.

We partner with clients to create the human factor tipping point inside their organization that creates sustainable, real, and energizing change.

We've been building psychological safety and security; honest conversations, connection, and collaboration; and authentic positive energy workplaces and leadership since 2002.

Keynotes | Coaching + Training | Executive Retreats | Enterprise-Wide Integrations

POSI+IVE ENERGY WORKPLACE Initiative™

POSI+IVE ENERGY WORKPLACE Initiative™

WHEN 40% OF THE LEADERS IN YOUR ORGANIZATION TRANSFORM AT THEIR CORE, YOUR CULTURE TRANSFORMS. PERMANENTLY.

I.E.P.

INTENTIONS. ENERGY. PRESENCE.

INTENTIONAL ENERGETIC PRESENCE®

THE IEP METHOD®

1. Reboot your presence in the moment.
2. Build a strong energetic field and foundation.
3. Create intentional impact.

IEP
LEADERSHIP
TRIFECTA.

SELF-CARE

PEOPLE

IMPACT

WHY US?

- Unmatched domain expertise.
- 95% of our work is by referral and in repeat business.
- Clients stay with us for years.
- Clients come back 10 years later.
- We lead with devotion, heart, and grit.
- We're more committed to your results than to being liked.
- We track our results and share back honestly.
- We set the tone and create a container for solid work.
- We are experts in our craft with an average of 20+ years experience each on the team.
- The work is scalable and can continue and grow long after we're gone.
- We have ways to support you after our engagement.
- We make leadership fun.
- We have a comprehensive onboarding process to ensure the best results and partnership possible.
- We walk our talk.
- We hold your cultural health and impact as a priority.
- We care. A lot.

ACTIVE CHOICES
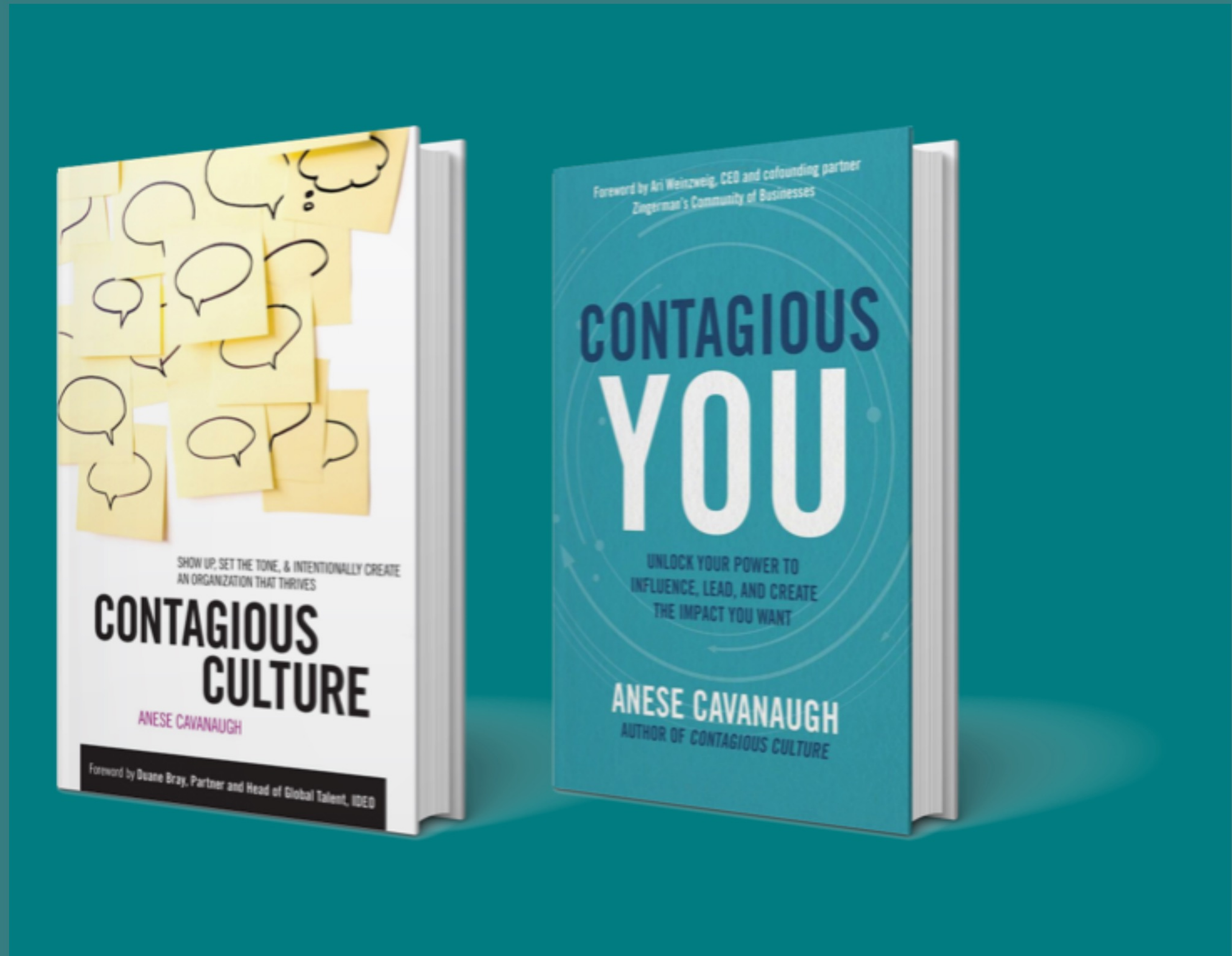
THANK YOU

If you would like a deeper dive on any of this information, ACI capabilities and how we help organizations address some of these issues, or invitations to future roundtables, please reach out.

We are here to help!

With Devotion,
The Positive Energy Workplace Initiative™

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