

## Employee Engagement Survey

Engaged employees are an organization's greatest asset. A committed workforce that understands the mission and long-term goals of their organization can help immensely improve productivity, attract other top performers, and surpass client expectations clients. SharedHR's customized employee engagement survey designs target questions to gather feedback from employees, analyze responses and trends, compare against relevant benchmark data, and suggest changes to improve active involvement from your employees. Conducting an engagement survey will help your organization to promote a strong culture and track changes over time in order to form enthusiastic, passionate, and committed teams.

SharedHR is a management and human resources consulting firm. We offer services across the entire HR spectrum, including HR outsourcing, senior-level consulting, and HR payroll and benefits technology systems implementation. We believe in business-driven HR. We take the time to get to know each of our clients to understand their mission and how they define success. For over 30 years, privately held companies and non-profits of all sizes have partnered with SharedHR because of our technical expertise, extensive management and HR knowledge, and dedication to outstanding customer service.

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### Bad Apples

Disengaged employees constitute an enormous risk to businesses. Disinterested workers damage company morale and hamper the productivity of their colleagues. They don't think creatively, and they certainly don't go the extra mile for their organization. Disengaged workers can literally drive clients and top performers away. According to Gallup's State of the American Workplace survey, 70% of American workers are actively disengaged and are emotionally disconnected from their workplaces, costing the US more than \$450 billion each year in lost productivity. No business can reach its potential without a committed and passionate workforce. What is the engagement trend in *your* organization?

### Build Your Culture

An employee engagement survey offers an opportunity to identify and address issues before they start impacting employee retention and satisfaction. SharedHR's engagement survey measures change, analyzes employee engagement, and offers concrete recommendations to foster a stronger work culture. As an independent organization, SharedHR often spots issues that insiders miss and receives more candid feedback from employees. We ensure that you're doing everything you can to retain and attract top talent.

In conducting an employee engagement survey, we will:

- Work with you to design the right questions for your organization.
- Solicit candid employee feedback about your company's HR systems, management, and business practices.
- Measure and analyze employee responses to compare against benchmark and best practice data.
- Provide a baseline measurement against which future changes can be evaluated.
- Present detailed and succinct analyses of the responses and data.
- Offer suggestions for building a flexible and accommodating workplace culture.

### A Valuable Asset

You know one when you see one. The value of an engaged team cannot be overstated. Engaged employees exhibit behaviors that are aligned with the organization's values, and they do much more than just show up for work. Committed workers are enthusiastic, involved, creative, collaborative and innovative team members. After completing our employee engagement survey, you'll gain candid feedback about how your employees truly feel and what you can do to address issues, improve positive programs, and attract more top performers.