



## INDICATORS

# Employee Engagement

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### What We Measure

Employee engagement is the involvement and enthusiasm of employees in both their work and workplace. Highly engaged teams outperform the rest in business outcomes critical to the success of your organization.

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### Annual Employee Engagement

U.S.

31% ↓2

GLOBAL

23% --

BEST-PRACTICE ORGANIZATIONS

70% ↓2

## Annual Employee Engagement in the U.S., World and Best-Practice Organizations

% Engaged



Gallup does not have global engagement data for 2010, 2011 or 2017. Percentages for those years are included in the chart to connect other data points. Percentages for best-practice organizations are average percentages of engaged employees across annual [Gallup Exceptional Workplace Award](#) winners; percentages reflect the year that Gallup collected the winners' engagement data — not the year that Gallup named the award winners.

Get the data • Download image

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### WHY IT MATTERS

## Why Does Employee Engagement Research Matter?

We've tracked employee engagement across thousands of organizations globally using our engagement survey, the Q<sup>12</sup>®, which measures employees' perspectives on the most crucial elements of your workplace culture. Measuring and managing engagement in your

organization is critical to the success of your employees and organization as a whole. Engaged employees have higher wellbeing, better retention, lower absenteeism and higher productivity.

# Explore Employee Engagement Trends From Around the World

Country

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Regional

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Global

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Download employee engagement trends by country.

[DOWNLOAD DATA](#)

# Discover U.S. Employee Engagement Trends

Time after time, the Gallup Q<sup>12</sup><sup>®</sup> items have proven to be the most effective survey questions for measuring employee engagement. Collectively, they indicate the level of employee engagement at any organization. Individually, they reveal which employee needs are not being met, pointing to clear opportunities to move the needle on engagement.

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Q00. Overall Satisfaction ▼

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Q01. Knowing What's Expected ▼

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Q02. Materials and Equipment ▼

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Q03. Doing What You Do Best ▼

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Q04. Receiving Recognition ▼

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Q05. Someone Caring at Work ▼

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Q06. Someone Encouraging Development ✓

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Q07. Opinions Counting at Work ✓

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Q08. Mission/Purpose ✓

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Q09. Commitment to Quality Work ✓

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Q10. Best Friend at Work ✓

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Q11. Talking About Progress ✓

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Q12. Learning and Growing ✓

[SURVEY METHODS](#)



#### RELATED CONTENT

## Here's How Employees Across the Globe Are Doing

These data are more than just numbers. Check out this content for an in-depth look at how engagement trends affect employees and their workplaces.

**DEEP DIVE****How to Improve Employee Engagement in the Workplace**

Learn how to improve employee engagement. Discover the true drivers of engagement, the best survey questions and team activity ideas.

**Listening: The Linchpin to Change at Enterprise Mobility**

Enterprise Mobility uses targeted organizational listening to understand employee needs and embed engagement and strengths deep into its culture.

**WORKPLACE****What Do People Need Most From Leaders?**

Hope is powerful -- and it's what people need most consistently from the leaders in their lives. See what this means for current and future leaders.

## NEXT STEPS

## How Does Your Workplace Compare?

Global and regional data tell a story -- but the story of your organization is different. Gallup has been tracking employee engagement metrics for decades and helping thousands of other companies to do the same.

Check out the options below for next steps or solutions:

**Discover more about employee engagement** and find the answers to your questions. Navigate this comprehensive guide, "What Is Employee Engagement and How Do You Improve It?" to learn more about all things engagement.

[LEARN MORE](#)

**Uncover the solutions to create a winning engagement strategy.** Partner with Gallup to learn about what your employees need. Every organization needs an

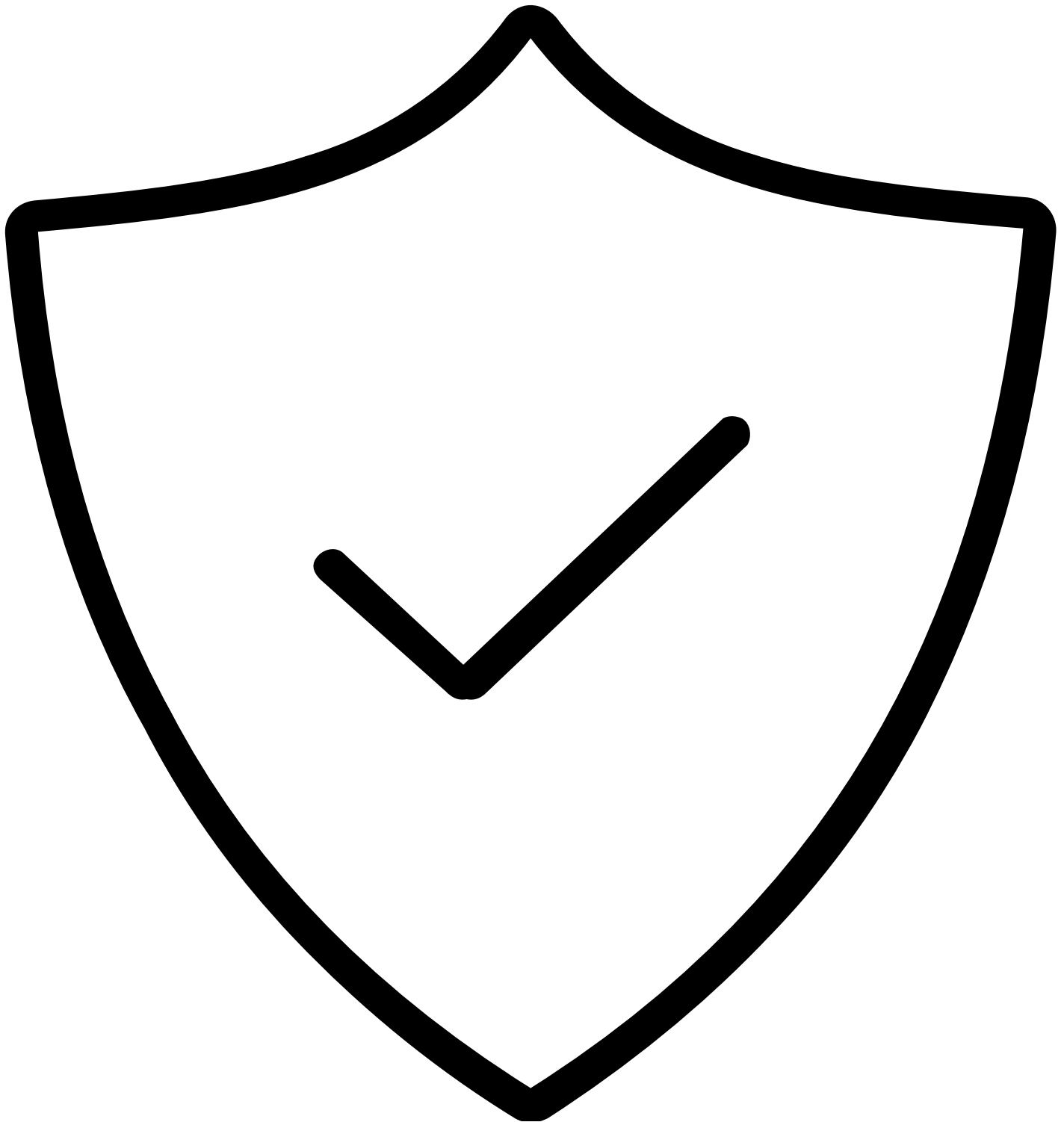
engagement strategy, one that is proven to work and help your employees succeed.

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