

NEW STUDY FINDS EMPLOYEE ENGAGEMENT DECLINING: *Showing career options key factor in re-engaging employees*

A recent study on employee engagement in the U.S. workforce from Modern Survey shows a precipitous decline in workers' psychological investment in their organizations after a year of trending upward. While the economic recession may have temporarily motivated employees to put forth extra effort on the job, the latest data from this scientific study suggests U.S. workers may have hit their breaking point, as all five components of Modern Survey's Employee Engagement Index are now trending downward.

Bruce Campbell, Senior Consultant at Modern Survey, believes that if companies do only one thing right now in regards to employee engagement, it should be to express sincere appreciation for employees and recognition of their contributions, and it should come from the organization's most senior leaders first, then repeated and reinforced by managers at all levels.

On-going research by MasteryWorks, Inc. demonstrates that the key focus to improve employee engagement is to show the employees what's in it for them – specifically by showing them their career options within the organization. “Conversations between managers and employees need to recognize and appreciate what employees have contributed to the organization but, just as importantly, they need to discuss the contributions needed in the future,” says Adam Alexander, Vice President of MasteryWorks, a leader in Career Development. Employees want to keep learning and get better in their fields. Managers can help by exploring projects and other positions that will facilitate this development. Employees want to see the options they have in the future. Managers don't need to make promises – simply show possibilities. This will help employees craft their own career development plan for future opportunities at the organization.

A formalized career development and planning program is a proven ingredient to positively impact employee engagement. Through a career development program, employees are able to better identify and plan for a proper career fit for themselves within the organization --- choosing work that meets their values, sense of purpose and desire for being the best. With a better career fit, employees are more productive and willing to psychologically invest their own discretionary effort for their jobs.

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