

Seven Ways to Give the Average Employee a Boost

Nearly one-third of workers have moderate engagement levels. They are neither engaged nor disengaged—not working for the company or against it. Yet moderate engagement rarely breeds optimal productivity or competitive advantage.

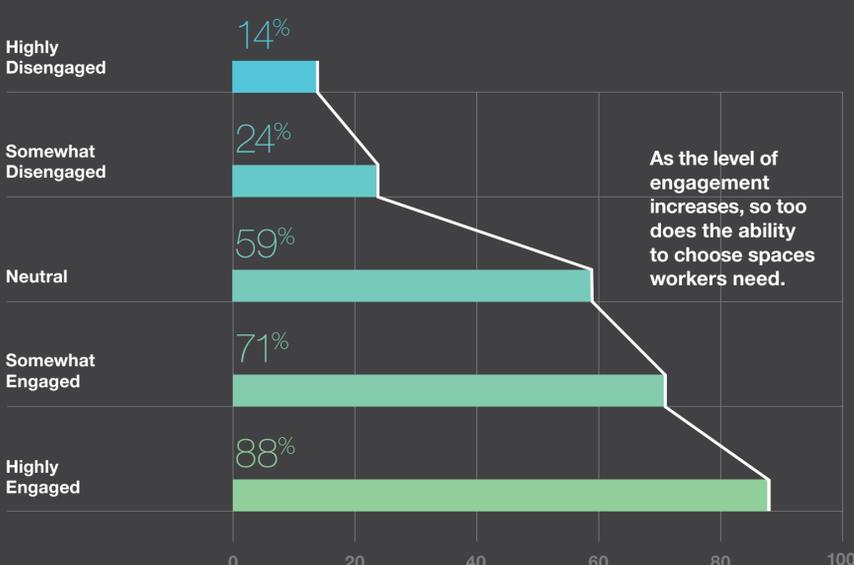
Here are **seven ways** the workplace can help improve the **engagement** of the moderate middle:

1. Give employees choice and control over where and how to work.

Employees who have the freedom to choose where they wish to work in the office based on the task they have to do are more engaged.

UNDERSTANDING THE DATA:

Highly Engaged and Highly Satisfied
Highly Disengaged and Highly Dissatisfied

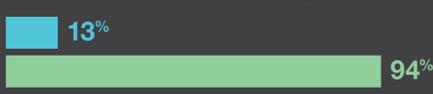


2. Enhance and promote collaboration, including with distributed teams.

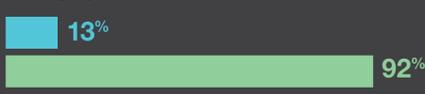
Workers who could work in teams without being interrupted or disrupted are more engaged.

Your work environment allows you to:

Work in teams without being interrupted



Share projects and achievements



3. Provide employees with areas to focus and concentrate.

The most engaged and satisfied workers overwhelmingly report having access to a variety of spaces and the autonomy to control their need for privacy.

Your work environment allows you to:

Concentrate easily



4. Provide spaces for social, informal connections.

Socializing and having casual conversations helps workers feel connected to their colleagues and their organization.

Your work environment allows you to:

Socialize with colleagues



5. Enable workers to physically move around during the day and change postures.

Workers should be able to sit, stand and walk throughout the day for optimal physical wellbeing.

Your work environment allows you to:

Move around throughout the day



Physically move during the day and change postures

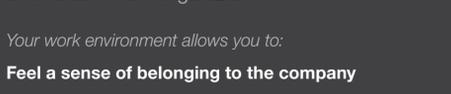


6. Create spaces for workers to share projects and ideas.

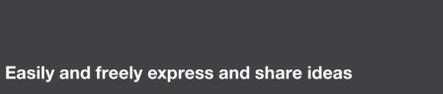
The ability to share helps employees feel a sense of belonging and connect to the brand and culture of the organization.

Your work environment allows you to:

Feel a sense of belonging to the company



Easily and freely express and share ideas

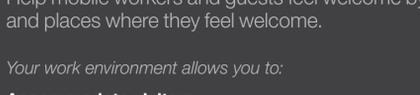


7. Create spaces that accommodate visitors, mobile workers and guests.

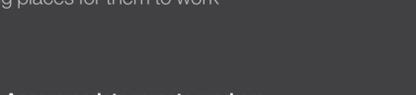
Help mobile workers and guests feel welcome by providing places for them to work and places where they feel welcome.

Your work environment allows you to:

Accommodate visitors



Accommodate remote workers



Organizations that consider employee wellbeing by offering a range of spaces for workers to choose from in the workplace have more engaged employees.

To learn more on how the workplace can be used as a strategic tool to boost employee engagement, download the full report at steelcase.com/workplacereport.

RESEARCH METHODOLOGY

Steelcase partnered with global research firm Ipsos to understand how the places where people work impact employee engagement. Conducted online with 12,480 office workers in 17 countries, the survey measured relevant dimensions of employee engagement and workplace satisfaction. To ensure the sampling within each country

was representative, the data was weight-adjusted based on International Labour Organization and Eurostat statistics. For complete survey methodology, please contact Audra Hartges, ahartges@steelcase.com.