



The 7 Laws of Engaged Employees

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LAW Number...

1. Highly Engaged employees are **HAPPY** employees.
 - 37% less absent
 - 31% more productive
 - 37% increase in sales
 - 4.1% turnover VS. 14.5% for disengaged.
 - 18% higher productivity
 - 4.8% absenteeism VS. 8% absent for disengaged.
 - 32% in U.S. are considered highly engaged VS. 50.8% not engaged & 17.2% are actively disengaged.
 - help attract the most talented and brightest.
 - Because they are recognized for their hard work!

2. Highly engaged employees **CHANGE LIVES!**
 - 4.1% turnover VS. 14.5% for disengaged.
 - 18% higher productivity
 - 4.8% absenteeism VS. 8% absent for disengaged.
 - help attract the most talented and brightest.

3. Highly engaged employees **BELIEVE**
 - & Trust that senior leadership can get the job done.

- The work they do is meaningful!
 - In the companies mission & vision
 - Their talent is being utilized.
 - They will be coached to hire levels.
 - In shared values and norms.
4. Highly engage employees **work as a TEAM**
- Quality errors.... disengaged 5,658 vs. 54 for highly engaged
 - work together as needed. If they see that a co-worker needs help they help!
 - Want to be part of something special
 - Service and role oriented!
 - Law of Mt. Everest & Identity!
5. Highly engaged employees were **HIRED** because they are **HIGHLY ENGAGED!**
- Businesses actively screen for the following traits!
 - Agreeableness
 - Emotional stability
 - Open to experience
 - Growth Mindset
 - Law of the Catalyst!
6. Highly engaged employees **FEEL EMPOWERED.**
- to get the job done.
 - to create fun working environments.
 - to make help where needed.
 - Their expertise and skills are valued.
7. Highly Engaged employees **create SUCCESS** through!
- Increase rate of satisfied customers.

- 31% increase in productivity, 37% increase in sales, 19% more accurate.
- Higher profits 28% growth in share vs. 11% drop in share price.

- Double digit growth companies engagement was 21% higher than low engagement companies.
- have higher wages!

- shareholder average return 24.2% in companies that had 60-70% staff engagement.

- shareholder return falls 9.1% for companies that have 49-60% staff engagement.

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