

Singapore's Engagement Results: A Solid Foundation but Work to Do!

Recently, we conducted research with over one thousand Singaporeans to determine the extent to which Singaporeans are passionately engaged in their work.



According to Gallup,

- In world-class organizations, the ratio of engaged to actively disengaged employees is 9.57:1.
- In average organizations, the ratio of engaged to actively disengaged employees is 1.83:1.

According to our PassionWorks! research, our data from over 1000 participants shows the following:

- Actively disengaged: 263 (24%)
- Disengaged: 394 (37%)
- Engaged: 422 (39%)

Our research indicates a ratio of engaged to actively disengaged of 1.6:1. So, our Singapore data falls within close proximity to Gallup's ratios for average organizations. However, the good news is the engaged form a strong base (almost 40%) from which to increase engaged passion at work.

So the question remains, how do we move our ratios to the levels of world-class organizations? We pay attention to the key drivers and blockers of passion! These operate at various levels from individual to team to organizational. And they all matter AND they all need to align to truly create passionate, dynamic and fully productive organizations.

Employee Engagement: Why Bother?

Leaders, to their detriment, sometimes shrug-off the softer side of organizational development. We have falsely and artificially separated the mind and the heart or, what is sometimes referred to as the "hard" and the "soft" sides of ourselves (e.g. skills or facets of personality). However, the two are inextricably linked as they are both facets of what make us complete, productive and caring human beings. ***But what are the facts?***

Gallup says: Actively disengaged employees erode an organization's bottom line while breaking the spirits of colleagues in the process. Within the U.S. workforce, Gallup estimates this cost to be more than \$300 billion in lost productivity alone. In stark contrast, world-class organizations with an engagement ratio near 8:1 have built a sustainable model... [for engagement]. As organizations move toward this benchmark, they greatly reduce the negative impact of actively disengaged employees while unleashing the organization's potential for rapid growth.

At PassionWorks, we focus on productivity, with an emphasis on spirit and fulfillment. No one wants to end their day feeling like they didn't make a difference, or they didn't personally contribute toward something that matters. Everyone wants to know and feel they have invested their time, their effort and their spirit in something that holds meaning and leads to progress. If we each pay attention to locating meaning in our work and taking time to assess and appreciate our progress, we will automatically boost our engagement and sense of well-being at work.