



2022 Global Engagement

The voice of the global workforce

For Dates
July 2021 - Aug 2022

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Global Engagement

Highlights

Do employees find meaning in their work and do they think that their work lives are going well? While we found overall engagement rose by 1.2% when you compare July 2021 (66.1) vs July 2022 (67.3), we have also found that this masks a deeper symptom that employees feel like they are worse off today than this time last year.

We find that each year employees face an ever-increasing number of challenges to their engagement in the form of a continued COVID-19 pandemic and economic uncertainty. All of this led to a major strain on the global workforce.

Methodology

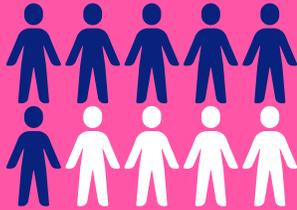
This report has been formulated by reviewing the global data from users on the HappyTeams Platform. The report in question looks at the period from July 2022 to August 2022. The data is based on c.840,000 Questions that we asked of the organisations leveraging the HappyTeams platform.

Our question bank is grounded in organisation psychology and curated by our people science team. We group the responses in this report into categories called focus areas.

Global Engagement

At A Glance

Global Happiness Score



840,000

Total number of responses

5,391

Total number of participants

Global Happiness Breakdown

Highly Engaged	37%
Somewhat Engaged	38%
Somewhat Disengaged	14%
Highly Disengaged	11%

Focus Area Overview

Leadership

66.5

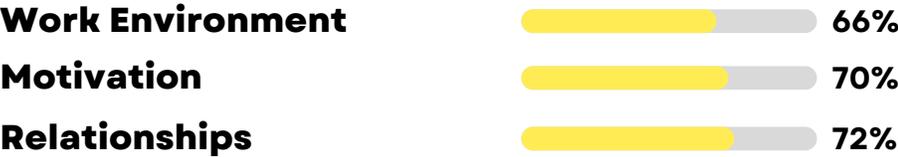
Perception in the company's leadership team. Factors include communication, autonomy, and recognition given by leaders.



Job Satisfaction

69.5

How the team views their work environment, the relationship with coworkers, and motivation levels.



Personal Growth

66.7

Opportunities and support for personal career and self-improvement as well as they view their competency level in their current role.



Wellbeing

63.2

This focus area tracks the ability of your team to maintain mental health and keep stress levels low.



Leadership Communication

A key component of any business is the ability of a leadership team to effectively communicate mission, value, and business priorities from the top to the bottom. This category scores the effectiveness of this communication between organisation and its teams.

Organisations or teams that demonstrate effective communication feel like they receive good feedback around performance and what is required of them. As well as how their specific job role fits within the mission of the company.

Conclusion

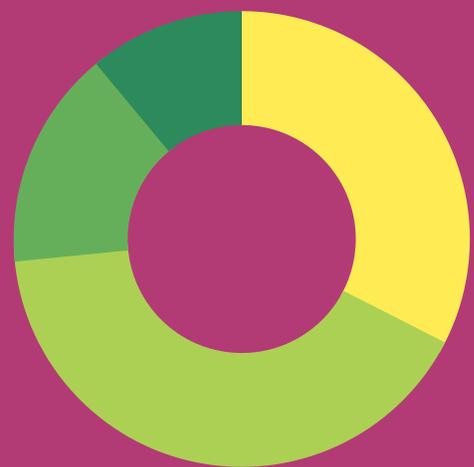
What we are seeing is that individuals have a disconnect between their role and how it fits within the scope of the business objectives and priorities. On a personal level, individuals feel insecure about their job performance and probably wonder if they are doing a good job.

Key Question

Is the purpose or mission of the organization clearly communicated and understood by you?

Category Score

64.5



Highly Engaged 32.4%

Slightly Engaged 40.8%

Slightly Disengaged 15.5%

Highly Disengaged 11.3%

Leadership Autonomy

The sense that one is responsible for making decisions—and the ability to stand behind those decisions when given a task—drives engagement, leads to innovation, and increases job satisfaction. A balance of individual autonomy and a manager’s guidance and recognition is the ideal formula for maximizing employees’ potential, engagement, and ultimately performance.

Conclusion

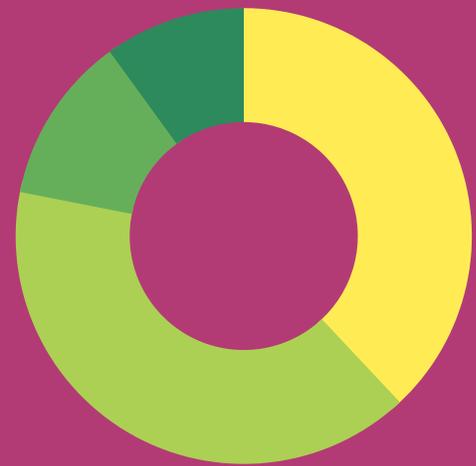
In a remote-first environment in response to the global pandemic, employees feel more autonomous but still feel like their managers do not see them as "owners" in the areas that they work. The data suggest that individuals still are disconnected from how their job role fits into the larger mission of a company. This leads to uncertainty as to what decisions are they allowed to make and own.

Key Question

Are you able to make decisions at work?

Category Score

68.4



Highly Engaged 38.0%

Slightly Engaged 40.1%

Slightly Disengaged 11.9%

Highly Disengaged 10.0%

Leadership Recognition

People crave regular and meaningful feedback especially for doing a job well done. A company needs to build a culture around rewarding desired behavior. This includes giving credit and tokens of appreciation for people doing their job well. It does not feel rewarding to put a bunch of time and energy into a big project only to not feel valued after its successful completion.

Recognition also connects the individual to the bigger picture and gives the person a sense of security and belonging.

Conclusion

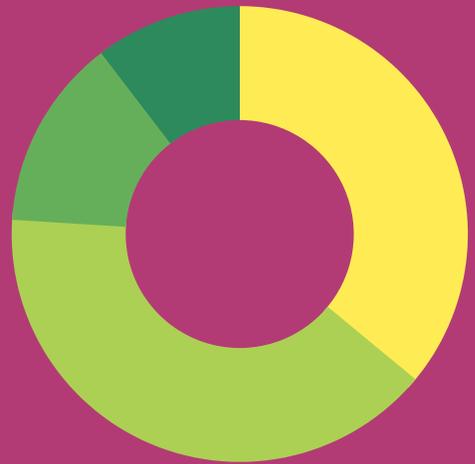
The data suggests that people feel like they receive some positive recognition and that their work for the most part is valuable to the company. The data suggests that managers or leaders do not understand how to give meaningful recognition. To invoke an old cliché, "actions speak louder than words."

Key Question

Does your manager understand how you like to be recognised?

Category Score

66.4



Highly Engaged 36.0%

Slightly Engaged 40.0%

Slightly Disengaged 13.6%

Highly Disengaged 10.4%

Job Satisfaction Work Environment

The work environment encompasses two major components. First, do your employees have a workplace that allows them to do their job well? Second, do your employees feel comfortable working for your organisation? It is the subsection where space meets culture. Are your teams able to work with limited interruptions? Does the environment enable your team to be productive?

Conclusion

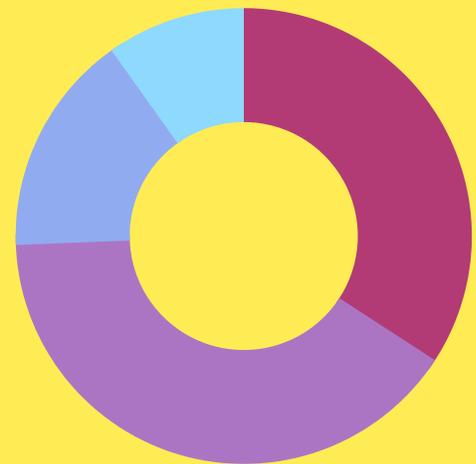
This category has taken a strong dip over the past couple of years as companies have scrambled to figure out how to keep people engaged while working remotely. Interruptions are even more problematic since work and home life lines have become blurred. Also, digital communication tools such as Slack and Microsoft Teams, add to the noise that can be disruptive and distracting. Talk to your team about how to set focus hours or block off time for no interruptions.

Key Question

Are you able to work on your tasks without interruption?

Category Score

65.9



Highly Engaged 34.0%

Slightly Engaged 40.0%

Slightly Disengaged 15.7%

Highly Disengaged 10.3%

Job Satisfaction Motivation

Many different factors drive individual motivation. Factors like finding meaning in their role, the ability to connect their projects/tasks to company goals, and just having a sense of pride in the job they are doing. All of these points impact individual motivation.

Motivated employees and teams are usually engaged and productive teams.

Conclusion

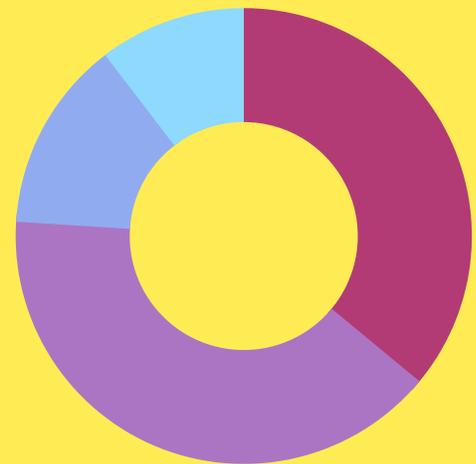
This is one of the highest scoring categories and overall the global workforce finds meaning and value in the work they do. They also feel like their individual tasks and projects are important to the companies they work for. This data category is a silver lining in a very tough few years.

Key Question

Do you feel proud of the work you do?

Category Score

70.5



Highly Engaged 42.3%

Slightly Engaged 36.8%

Slightly Disengaged 11.8%

Highly Disengaged 9.1%

Job Satisfaction Relationships

A major component to helping build a solid culture in your organization centers around building relationships between coworkers, teams, and departments.

A lot of people spend more time talking with coworkers each week than they do with family and close friends. It is not surprising that a company often talks about their employees as "family".

Conclusion

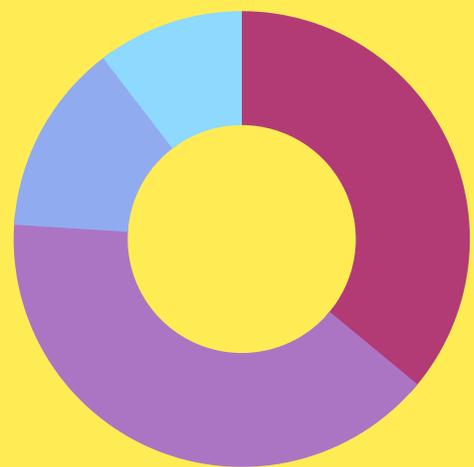
The highest single category for 2022 is Relationships. People like working with their coworkers. Here at HappyTeams, this makes us happy because we feel like the key to building a HappyTeam is building happy relationships.

Key Question

Do you enjoy working with your colleagues?

Category Score

71.5



Highly Engaged 45.4%

Slightly Engaged 34.1%

Slightly Disengaged 11.0%

Highly Disengaged 9.5%

Personal Growth Competence

This category address how an individual feels about their skills and competencies. How competent do they feel? Do people have the proper training and skills to perform well at their job?

Another area that could be included in this category is your employees consistently working on tasks outside of their skill area. So if a person is asked to do a task/project they don't feel qualified for, then this category could take a dip.

Conclusion

By and large, the majority of individuals feel like they have the skills and training needed to perform their job. There does seem to be a training gap where people would like more opportunity and support to grow their skills and this can be accomplished by investing in a training budget or a learning and development program.

Key Question

Do you enjoy working with your colleagues?

Category Score

70.5



Highly Engaged 39.6%

Slightly Engaged 41.0%

Slightly Disengaged 11.6%

Highly Disengaged 7.8%

Personal Growth Support

Individuals are less likely to grow and invest in themselves if they feel as if they do not have the support of their company. Most organizations invest a good amount of money on training, conferences, and other training materials but if the individual does not feel supported or understand the importance, it is a wasted effort.

We all have that teacher or boss that invested their time and support to help us grow professionally. Now imagine your company having people providing support at that level.

Conclusion

The trend for 2022 is that people feel some level of support but do not feel like their current company is helping them reach that next level.

This category contains our lowest scoring question and indicates that there is no one investing in their career goals within their current company. Thus people are quitting because they are looking for more career opportunities.

Key Question

Does somebody check in with you regularly about your career goals?

Category Score

67.9



Highly Engaged 39.4%

Slightly Engaged 36.7%

Slightly Disengaged 13.0%

Highly Disengaged 10.9%

Personal Growth Progression

Just as important that people feel like their day-to-day tasks are adding value to the company's mission, is that the individual's hard work is going to lead them to a promotion or the next level. People get disengaged over time when they feel stuck in their current roles. This leads to a reduction in productivity, and creativity that will cause the person to look elsewhere for that promotion.

Conclusion

The trend for 2022 is that people feel stuck in their current roles with very little opportunity for career growth or career advancement to the next level.

Bottom line, if people are investing their time into helping their organisation grow then they want to feel like the organisation is also investing in their career growth.

Key Question

Is there opportunity for growth and advancement?

Category Score

62



Highly Engaged 32.1%

Slightly Engaged 36.6%

Slightly Disengaged 17.5%

Highly Disengaged 13.8%

Wellbeing Psychological Wellbeing

Psychological well-being encompasses the overall mental stress level of the individual. This category is a great metric track if you want to keep a pulse on workload and overall stress-related wellbeing.

Conclusion

Psychological wellbeing is the lowest scoring category for the 2022 data set. It is one of the only categories that have a negative trend line. This indicates that the global workforce is stressed and the effects of the past several years are still taking a psychological toll on individuals.

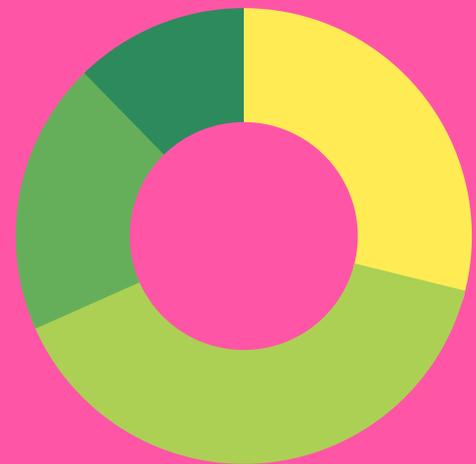
In addition to the challenges of the global pandemic over the past couple of years, employees are stressed about returning to the office full time and ultimately losing the flexibility that has been a bright light in an otherwise dark period.

Key Question

Is your workload manageable?

Category Score

61.2



Highly Engaged 28.8%

Slightly Engaged 39.4%

Slightly Disengaged 19.3%

Highly Disengaged 12.5%

Wellbeing Work/Life Balance

The common misconception about work-life balance is not having plenty of time for work and personal activities. It is about being able to enjoy personal activities and hobbies without being interrupted on call. Can your employees enjoy time off and holidays without feeling the need to check email or messages? Can they truly unplug to spend time with family and friends?

Conclusion

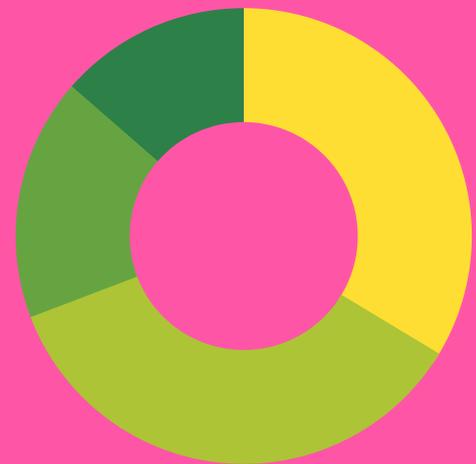
This category has the highest level of improvement throughout the year. This is because life slowly returning to normal in terms of social engagement and traveling opening up more. As people entered 2022 cautiously by staying close to home, we now see that global travel numbers are back to pre-covid levels. Individuals feel like they can enjoy holiday travel as well normal social situations with their closest friends.

Key Question

Are you able to switch off from work when you get home?

Category Score

64.2



Highly Engaged 34.4%

Slightly Engaged 36.4%

Slightly Disengaged 17.6%

Highly Disengaged 11.6%

Wellbeing Physical Wellbeing

The benefits of getting physical activity and plenty of sleep at night include improved concentration, reduced stress, and faster learning. People that made room for daytime exercise have been shown to improve overall performance compared to days when people did not perform some type of physical activity.

Conclusion

Physical well-being has been steady over the past year as people feel overall pretty good about their level of physical well-being in 2022.

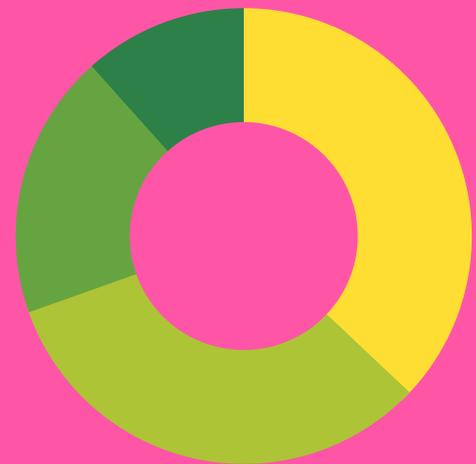
This category would be much higher if not for the fact that the question "**Do you often sleep well?**" has an overall score of 53.

Key Question

Do you enjoy an active life outside work?

Category Score

64.7



Highly Engaged **37.0%**

Slightly Engaged **32.5%**

Slightly Disengaged **18.8%**

Highly Disengaged **11.7%**

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