

# THE KEY TO UNLOCKING YOUR TEAM'S POTENTIAL

How **Five Minutes** a Week can change your company forever

Most workplaces restrict open communication and honest feedback, whether they realize it or not. Spending even five minutes a week checking in on each employee can change your company forever. Here's how honest feedback is leading to higher employee engagement and improved retention!

## The Problem

### Your employees aren't engaged. Here's why:



**30%** of those workers are engaged & inspired at work.

**50%** are just kind of present, but not inspired by their work or their managers.

**20%** of those workers are actively disengaged.



**\$450M+**

### The Cost of Disengaged Workers Reported in America

Managers from hell are often responsible for these disengaged workers.



Uh oh...

### Your Employees are Planning to Jump Ship



**25%** of employees said they will change jobs in 2014.

**75%** of people who voluntarily leave a job don't quit their jobs. They quit their bosses.

**30%** of employees are likely to be searching for a new position online **while at work**.

**39%** of employers were concerned that they'd **lose top talent** in 2013.

**32%** of employers reported that top performers **left their organization** in 2012.

## Employee Feedback

### The Key to Keeping Them

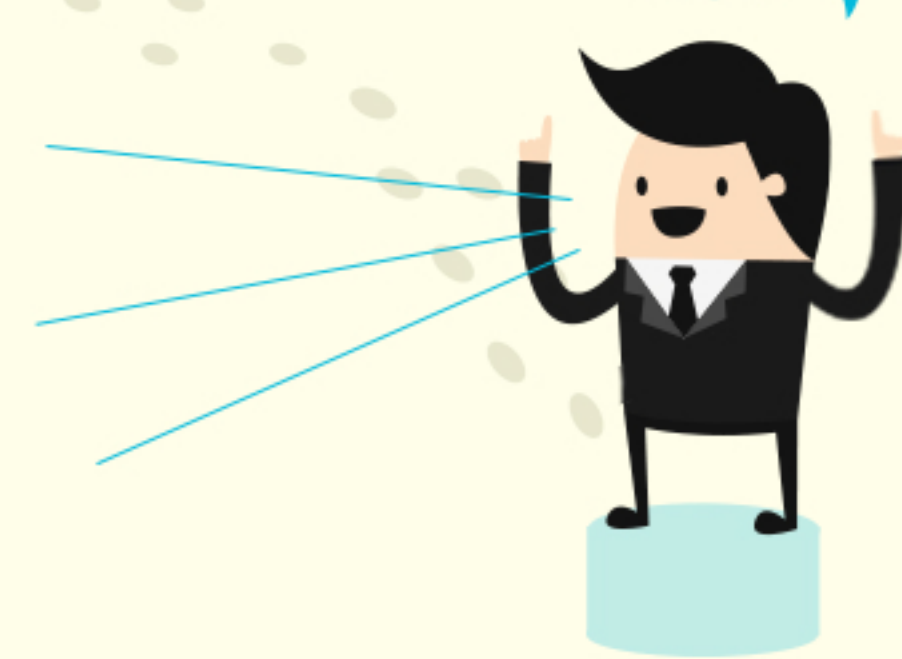
**58%** of managers feel they give enough feedback

but  
**65%** of employees said they wanted more feedback.

**i** Surveys have found that praise from an immediate manager is more motivating than cash bonuses.



**#1!**



You Gotta Do It

### The Art & Science of Giving Employee Feedback



**98%** of employees who receive little to no feedback from their managers are disengaged.



Employees who receive feedback from their managers that focuses on their **weaknesses** are **20x more likely** to be engaged than those receiving little to no feedback.



Employees who receive feedback from their managers that focuses on their **strengths** are **30x more likely** to be engaged than those receiving weakness-based feedback.



**59%** of engaged employees say their job brings out their most creative ideas (compared to only 3% of disengaged employees).

When organizations successfully engage their employees (and customers), they experience a **240%** boost in performance-related business outcomes.

## Sources

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15Five

15five.com

15Five is based on a simple idea. Have each employee spend 15 minutes a week writing a report that takes their manager no more than 5 minutes to read. We've taken that idea to the next level by turning reports into conversations, and making it simple for managers to roll up the most important problems, insights, ideas and success stories.