

An Engagement and Retention Survey in 15 minutes.

ENGAGEMENT

An on-line organizational employee survey
based on the A to Z engagement and retention
strategies from the book *Love 'Em or Lose 'Em:
Getting Good People to Stay*

EdgeTM SURVEY



Through the use of this online survey your organization will gather explicit feedback from employees. This is the first step to understanding how to improve talent engagement, retention and productivity.

Equipped with this insightful and measurable data on specific engagement and retention issues, including strengths and opportunities, you will be able to focus your efforts directly on the areas that will effectively impact overall loyalty, commitment, productivity and turnover.

■
*Uncover keys to building loyalty and
commitment in the workplace.*

■
*Learn exactly what keeps them
and how you're doing.*

■
*Assess the likelihood your talent will stay
with your organization.*

■
Benchmark and track improvement.

*The TALENT
MANAGEMENT
Specialists*



Presented by
**CAREER SYSTEMS
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Promote a Lasting Engagement Focused Culture

WHY IT IS CRITICAL

The organization with the best talent WINS. Do you know what will keep and engage your talent?

There are not enough “good” workers to go around.

US Bureau of Labor Statistics predicts a 3 to 6 million shortage in the US workforce by 2012.

88% of US managers believe it is more difficult to attract and retain talent today and even harder to keep them engaged.

Workers’ attitudes and expectations have shifted – permanently.

If their work isn’t challenging, meaningful and focused on growth and development, talent will leave.

In times of uncertainty, the risks for losing top talent, physically and psychologically, are especially high.

With less than one in four workers reporting that they are engaged and working at their top potential, over 75% could be more productive.

THE BENEFITS

- Provides data to support and implement a process to reduce disengagement and turnover costs.
- Measures your effectiveness in the areas directly related to proven engagement and retention factors.
- Allows you to objectively and factually identify specific challenges and opportunities to create an engagement culture.
- Creates positive expectations for change and allows you to set specific change, management goals and measures.
- Optimizes your training and development budget towards solving what matters most.
- Delivers a score card to measure and benchmark results achieved according to organizational initiatives.
- Uncovers the “engagement temperature” in your organization.

HOW IT WORKS

The Engagement Edge™ is a 68 question, likert-scale, employee engagement and retention survey. Based on the 26 A to Z strategies from the book *Love ‘Em or Lose ‘Em: Getting Good People to Stay*, the survey collects pertinent data by asking employees:

- What do you value most in your workplace?
- Do you intend to stay?
- What might influence your decision to stay?

Results, presented at a high-level, are linked to the following areas:

- Career Development
- Management Style
- Work Environment
- Job Content
- Compensation
- Priorities

Results can be made available based on specific demographic requests.



CAREER SYSTEMS INTERNATIONAL

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