EMPLOYEE ENGAGEMENT VS. SATISFACTION

WHAT'S THE DIFFERENCE?

Although satisfaction is essential, it's only part of the employee engagement process. Learn the differences so you can cultivate highly engaged employees in your organization.

IT'S ABOUT TIME

Satisfaction is about TEMPORARY happiness.

Engagement is about LONG-TERM feelings of purpose, belonging, growth, and personal accomplishment.

Satisfaction is controlled by the organization.

Engagement is SHARED by the employer and employee, a 50-50 responsibility.

SHOW ME THE MONEY

Satisfaction is EXPENSIVE. Raises, perks, and office extras cost a lot of money.

Engagement can cost nothing but requires a CONSCIOUS EFFORT.

WHAT'S MY MOTIVATION?

Satisfaction is based on factors, which don't necessarily motivate people but when taken away can cause them to be DEMOTIVATED.

Engagement is about using the HEART, SPIRIT, HANDS, and MIND.

MORE THAN A FEELING

Satisfaction involves only FEELINGS.

Engagement involves feelings as well, but also requires ACTION.

To unlock the lasting power of employee engagement, these five ENGAGEMENT MAGIC elements are essential and should be cultivated within an organization:

MEANING AUTONOMY GROWTH IMPACT CONNECTION

TO LEARN MORE ON ENGAGEMENT, VISIT: DECISIONWISE.COM/ENGAGEMENT-MAGIC