

# Engagement and the Global Workplace

New data finds giving workers control over their work experience is key to engaging employees.

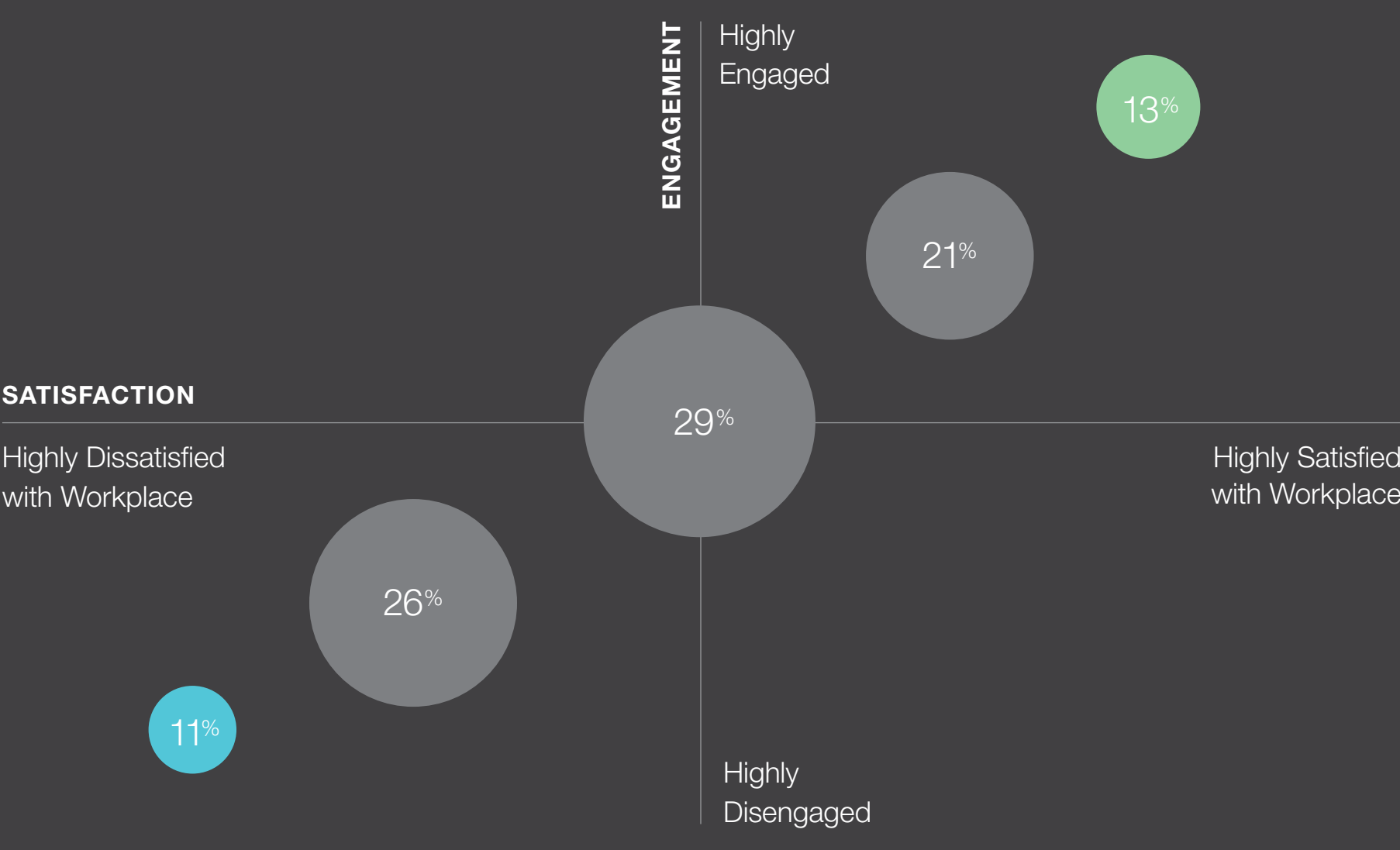
More than **one-third** of workers in 17 of the world’s most important economies are **disengaged**.

## THE MOST ENGAGED WORKERS ARE ALSO THE MOST SATISFIED WITH THEIR WORKPLACE.

This cluster analysis found a positive relationship between high employee engagement and high workplace satisfaction: That is, the most engaged workers are also the most satisfied with their workplace, and similarly, the most disengaged employees are the most dissatisfied with their workplace.

### UNDERSTANDING THE DATA:

Highly Engaged and Highly Satisfied  
Highly Disengaged and Highly Dissatisfied

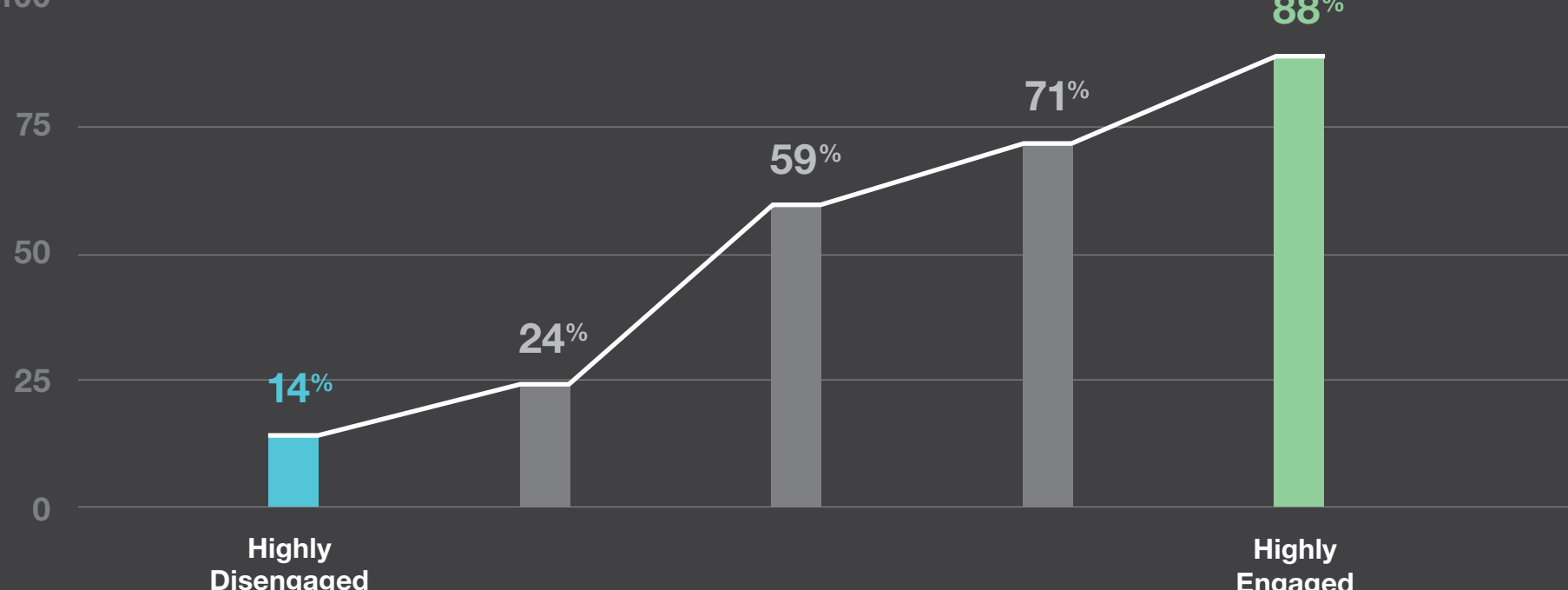


11% 11 percent of global workers are highly dissatisfied with their offices and are also highly disengaged.

13% 13 percent of global workers are highly engaged and highly satisfied with their workplace.

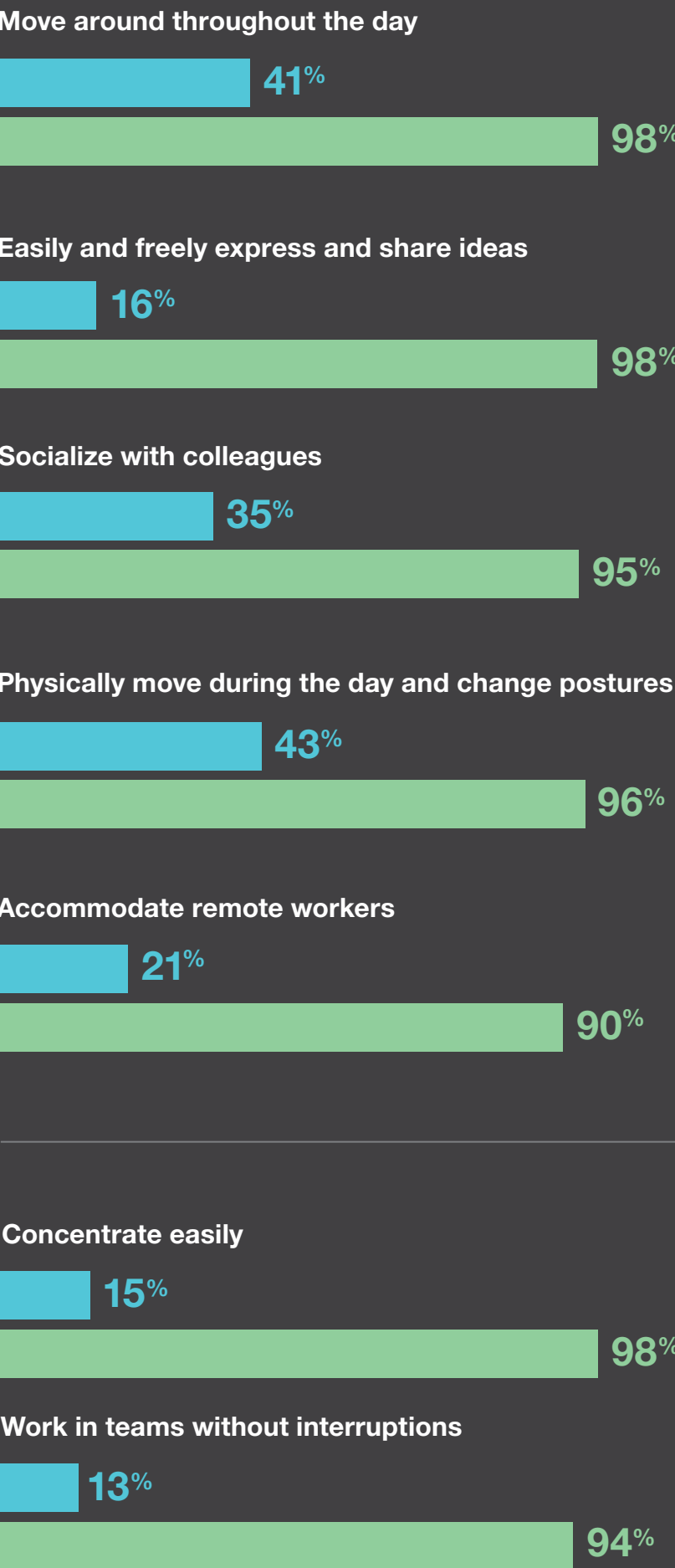
## WORKERS WHO HAVE THE ABILITY TO CHOOSE WHERE THEY WISH TO WORK ARE MORE ENGAGED.

As the degree of choice and control increases, employee engagement increases. Can you choose where to work within the office based on the task you are doing?

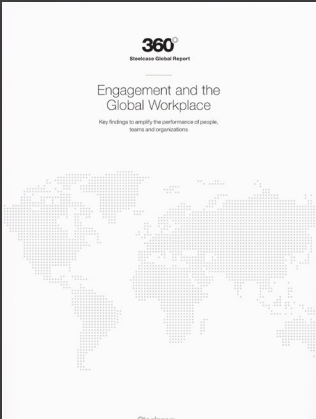


The most highly engaged employees have flexibility to move around the office, change posture and choose where they want to work in the office based on the tasks they need to do.

Your work environment allows you to:



The most highly engaged employees also report having the autonomy to control their need for privacy.



**Organizations that offer a broader range of spaces—for collaboration, socializing, focus, rejuvenation and privacy—have more engaged employees.** To learn more on how the workplace can be used as a strategic tool to boost employee engagement, download the full report at [steelcase.com/workplacereport](http://steelcase.com/workplacereport).

### RESEARCH METHODOLOGY

Steelcase partnered with global research firm Ipsos to understand how the places where people work impact employee engagement. Conducted online with 12,480 office workers in 17 countries, the survey measured relevant dimensions of employee engagement and workplace satisfaction. To ensure the sampling within each country

was representative, the data was weight-adjusted based on International Labour Organization and Eurostat statistics. For complete survey methodology, please contact Audra Hartges, [ahartges@steelcase.com](mailto:ahartges@steelcase.com).