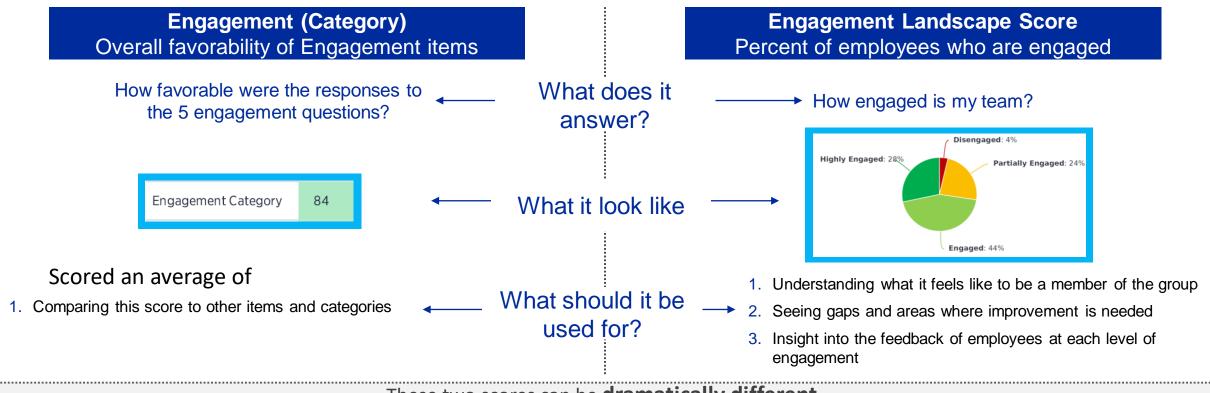


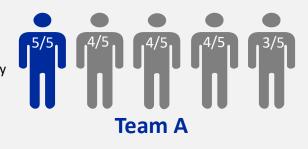
You will find two different measures of employee engagement in your reports. Scores for the two measures could vary dramatically because they are providing very different views of engagement. Read below to understand the difference between them.



These two scores can be dramatically different.

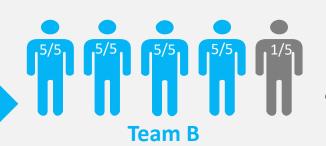
Two groups with similar Engagement favorability can have different Engagement Landscapes.

Employees scored an average of 4/5 items favorable (80%) but only one employee is fully engaged (20%)



Team A Engagement: 80% Engagement Landscape: 20%

<u>Team B</u>
Engagement: 84%
Engagement Landscape: 80%



Employees scored an average of 4/5 items favorable (84%) and four of five employees are fully engaged (80%)