

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.

That Little Extra

Satisfaction is transactional. In return for their work, companies provide employees with the basics: compensation, tools, and resources, physical safety, and respect to name a few.

Engagement is transformational. It contributes to peak experiences that make employees eager to give extra, discretionary effort.

3

It's About Time

Satisfaction is about temporary happiness.

Engagement is about long-term feelings of **meaning, autonomy, growth, impact, and change.**

4

Shared Responsibility

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 explore employee engagement solutions
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