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.

**It's About Time**

Satisfaction is about temporary happiness.

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

**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 learn more on engagement
Visit decisionwise.com/employee-engagement-survey