

Employee Engagement Report

Acme Technologies

June 3, 2026

12
RESPONDENTS

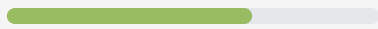
100%
RESPONSE RATE

3.6
OVERALL SCORE

This report contains confidential employee feedback. Please handle with care and share only with authorized personnel.

Generated on June 3, 2026

Executive Summary



STRONG

OVERALL ENGAGEMENT SCORE

Your team is broadly engaged and functioning well. You have a solid foundation. The opportunity now is to close the gap between your average and your best dimensions.

100% of invited employees completed the survey (12 of 12)
This is an excellent response rate that gives high confidence in these results.

TOP STRENGTHS

1 **Belonging and Connection**
4.5 / 5.0

2 **Manager Effectiveness**
4.0 / 5.0

3 **Engagement**
3.8 / 5.0

AREAS FOR GROWTH

1 **Growth and Development**
2.9 / 5.0

2 **Psychological Safety**
3.0 / 5.0

3 **Recognition**
3.5 / 5.0

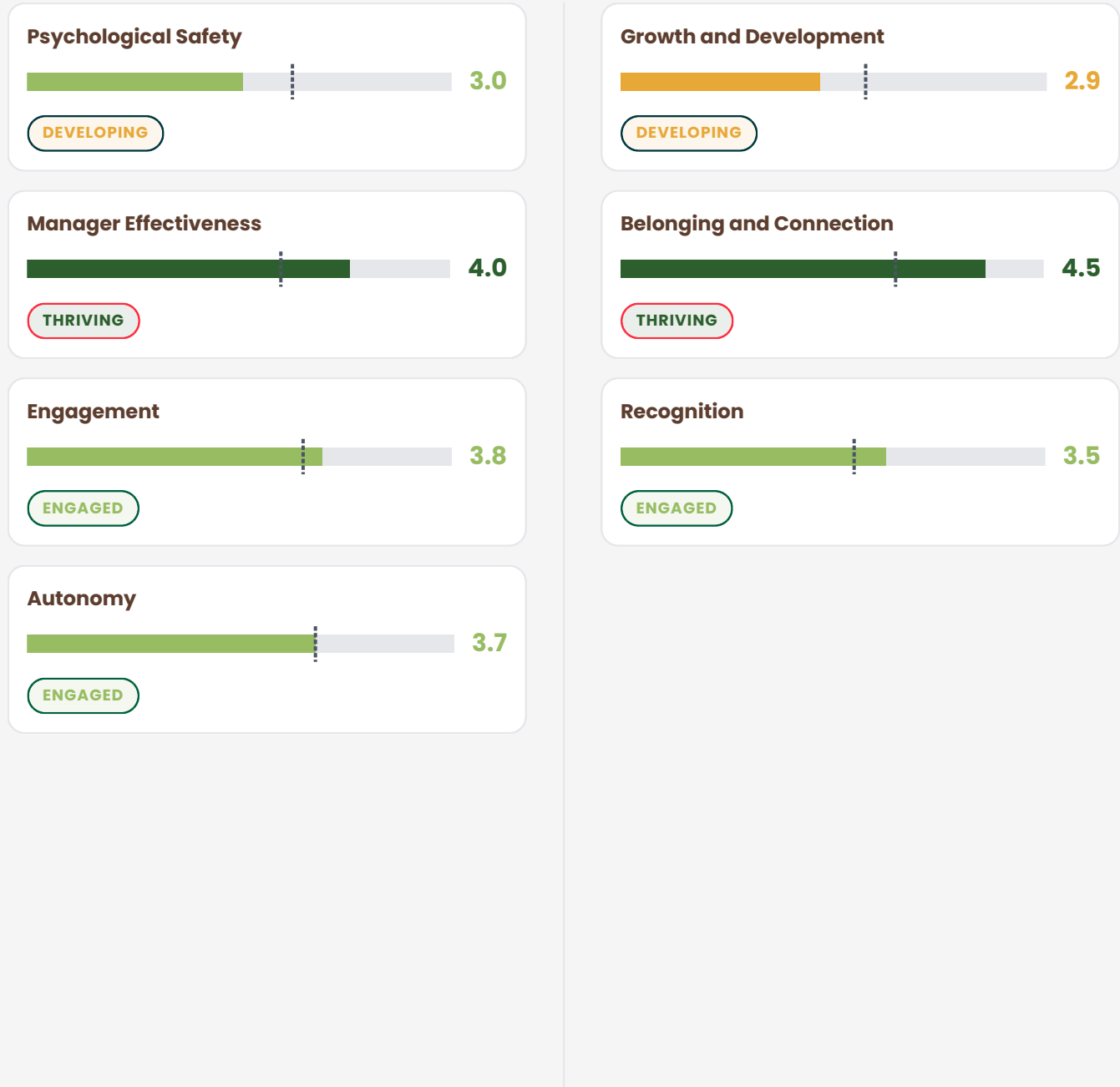


- **1 critical item requires immediate attention. See the dimension deep-dive pages.**



Engagement Dimensions

A complete view of how your team scored across all engagement dimensions.



● 4.0 – 5.0 Strong ● 3.0 – 3.9 Developing ● Below 3.0 Needs Attention | Industry median

Benchmark markers show the industry median for each dimension. Data sourced from Grove's aggregated survey benchmarks.

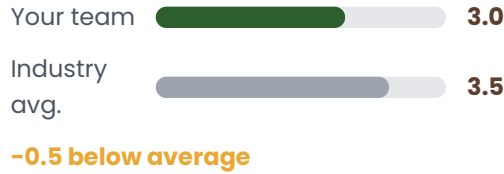


Psychological Safety



DEVELOPING

VS INDUSTRY BENCHMARK



TREND

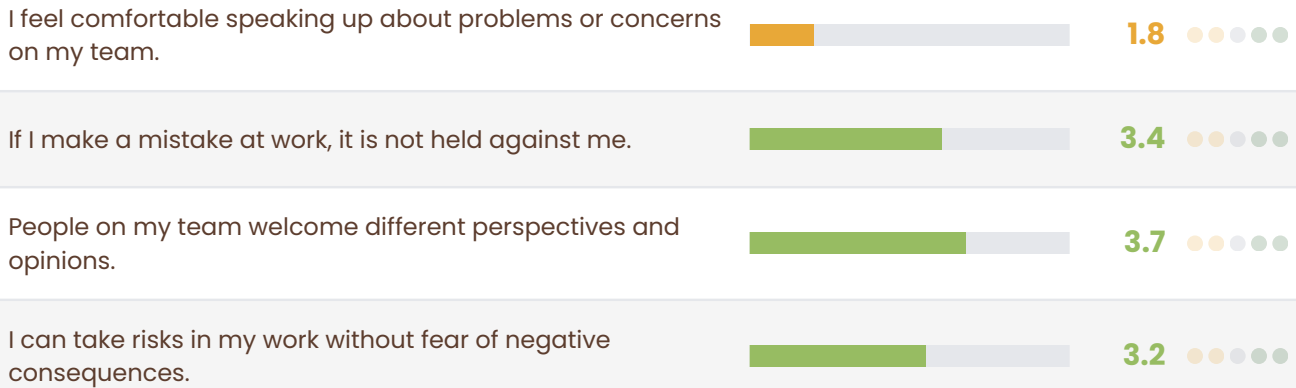
First survey. No trend data yet.

WHY THIS MATTERS

The #1 predictor of team effectiveness. Google's Project Aristotle research found the most important factor separating high-performing teams was not who was on them but how safely members could interact. Teams where people felt safe to take risks, voice ideas, and admit mistakes consistently outperformed others. The academic foundation is Amy Edmondson's 1999 Harvard study, which found psychological safety predicted learning behavior and performance across hospital teams.

Source: Google re:Work, 'Understanding Team Effectiveness' (2016); Edmondson (1999), Administrative Science Quarterly
rework.withgoogle.com/guides/understanding-team-effectiveness

QUESTION BREAKDOWN



What This Means

Google studied 180 teams and found psychological safety ranked above all other factors - including talent, structure, and experience.

What to Do Next

- Hold a single-agenda meeting this week: 'What would make it easier to speak up here?' Listen without responding defensively.

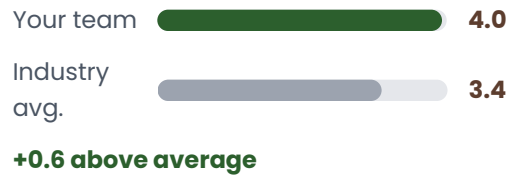


Manager Effectiveness



THRIVING

VS INDUSTRY BENCHMARK



TREND

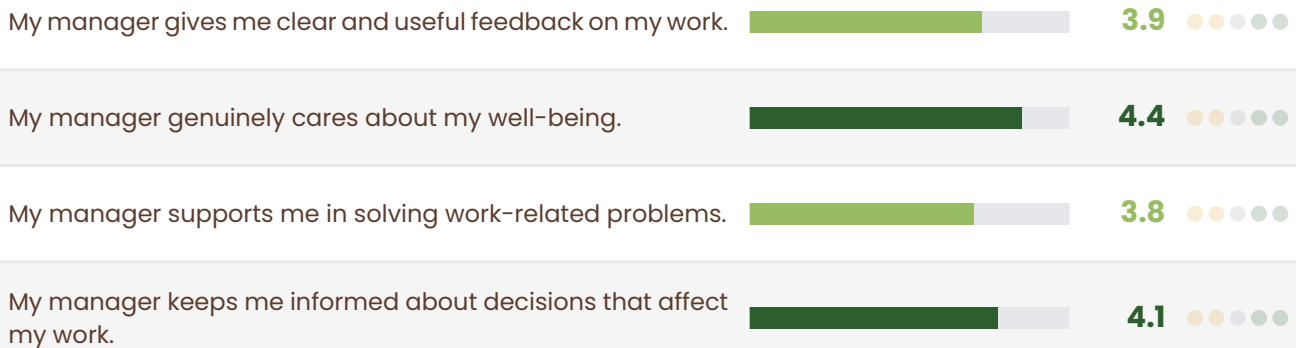
First survey. No trend data yet.

WHY THIS MATTERS

Managers account for at least 70% of the variance in team engagement. A Gallup survey of 7,272 U.S. adults found that one in two people has left a job at some point to escape their manager. A separate Gallup meta-analysis across 112,312 business units found managers account for at least 70% of the variance in team engagement scores. The direct manager relationship is the single most controllable driver of how employees feel about their work.

Source: Gallup, 'Employees Want a Lot More From Their Managers' (2015); Gallup Q12 Meta-Analysis (2020) gallup.com/workplace/236570/employees-lot-managers.aspx

QUESTION BREAKDOWN



What This Means

1 in 2 employees has left a job specifically to get away from their manager (Gallup survey of 7,272 U.S. adults).

What to Do Next

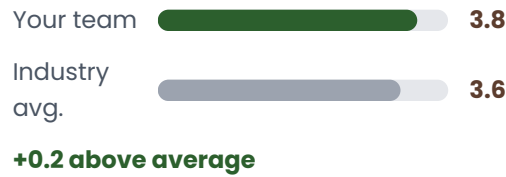
- Your managers are a strength. Sustain it by recognizing them publicly and offering peer learning groups.





ENGAGED

VS INDUSTRY BENCHMARK



TREND

First survey. No trend data yet.

WHY THIS MATTERS

Highly engaged teams show 23% higher profitability. Gallup's Q12 meta-analysis across 112,312 business units found teams in the top quartile of engagement show 23% higher profitability, 81% lower absenteeism, and up to 43% lower turnover compared to bottom-quartile teams. Gallup's 2023 State of the Global Workplace report estimates that disengaged workers cost the world economy \$8.8 trillion every year.

Source: Gallup Q12 Meta-Analysis, 10th edition (2020); Gallup State of the Global Workplace 2023 gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx

QUESTION BREAKDOWN

I feel energized by my work most days.		3.5 ●●●●●
The work I do is meaningful to me.		4.2 ●●●●●
I am enthusiastic about my contributions to this organization.		3.8 ●●●●●
I would recommend this organization as a great place to work.		3.6 ●●●●●

What This Means

Disengaged workers cost the global economy \$8.8 trillion annually - 9% of global GDP (Gallup, 2023).



What to Do Next

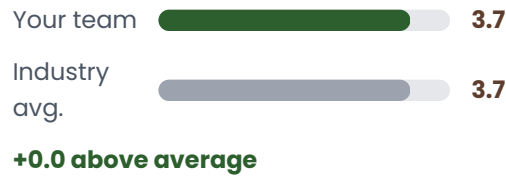
- Ownership is the next lever. Look for one decision per team member that you can hand back this quarter.





ENGAGED

VS INDUSTRY BENCHMARK



TREND

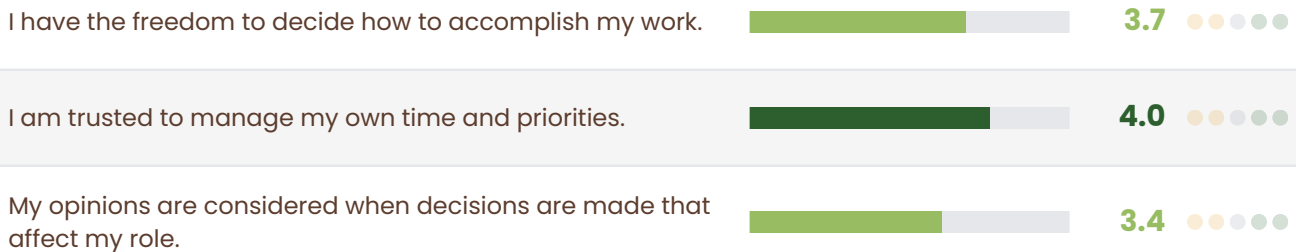
First survey. No trend data yet.

WHY THIS MATTERS

Autonomy is a universal driver of intrinsic motivation. Self-Determination Theory - developed by Deci and Ryan (2000) and validated across decades of workplace research - identifies autonomy as one of three core human needs that drive sustained engagement and performance. Gallup's Q12 research confirms the link: employees who have the opportunity to do what they do best each day are six times more likely to be engaged.

Source: Deci & Ryan (2000), American Psychologist; Gallup Q12 Employee Engagement Research selfdeterminationtheory.org/theory

QUESTION BREAKDOWN



What This Means

Employees who get to do what they do best every day are 6x more likely to be engaged at work (Gallup Q12).



What to Do Next

- Audit approval processes: which decisions could be made by the person doing the work, not the manager?

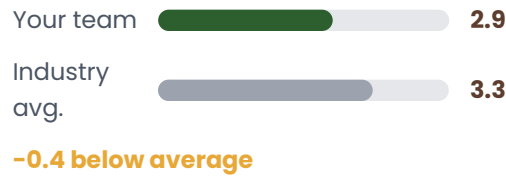


Growth and Development



DEVELOPING

VS INDUSTRY BENCHMARK



TREND

First survey. No trend data yet.

WHY THIS MATTERS

94% of employees would stay longer if their company invested in their development. LinkedIn's 2019 Workplace Learning Report found 94% of employees would stay at a company longer if it invested in their career development. Three of the top five reasons employees leave their jobs involve development needs. Growth opportunity is not a perk; it is a retention signal that tells people whether the organization is investing in their future.

Source: LinkedIn Workplace Learning Report (2019) learning.linkedin.com/resources/workplace-learning-report

QUESTION BREAKDOWN

I have opportunities to learn and develop new skills in my role. 2.9 ●●●●●

I can see a clear path for my professional growth at this organization. 2.6 ●●●●●

My work regularly challenges me in ways that help me improve. 3.1 ●●●●●

What This Means

Career growth opportunity consistently ranks above compensation as a top driver of employee retention (LinkedIn, 2019).



What to Do Next

- Make development conversations a monthly habit, not an annual event. Connect each one to a concrete career move.

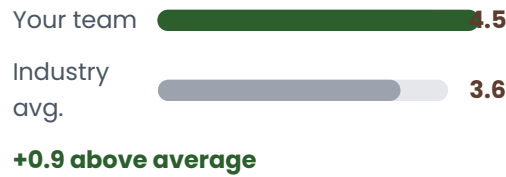


Belonging and Connection



THRIVING

VS INDUSTRY BENCHMARK



TREND

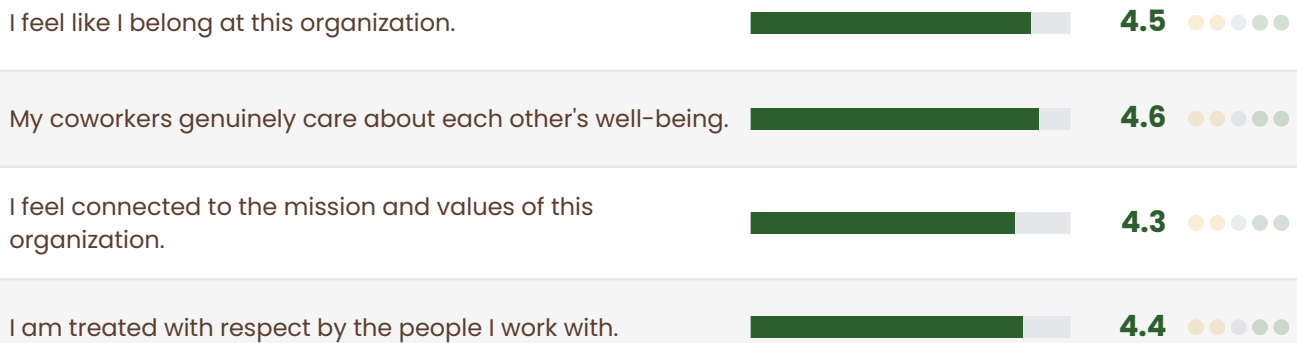
First survey. No trend data yet.

WHY THIS MATTERS

High belonging drives a 56% increase in job performance. A BetterUp study of 1,789 full-time U.S. employees, published in Harvard Business Review, found that workers with high belonging show a 56% increase in job performance, a 50% reduction in turnover risk, and 75% fewer sick days. For a 10,000-person company, the researchers estimated annual savings exceeding \$52 million from belonging alone.

Source: Carr, Reece, Kellerman & Robichaux, Harvard Business Review (December 2019)
hbr.org/2019/12/the-value-of-belonging-at-work

QUESTION BREAKDOWN



What This Means

Workers with strong belonging show 50% lower turnover risk and 75% fewer sick days (BetterUp / HBR, 2019).



What to Do Next

- Strong belonging is one of your greatest retention assets. Be intentional as the team grows.



Recognition



ENGAGED

VS INDUSTRY BENCHMARK

Your team 3.5

Industry avg. 3.2

+0.3 above average

TREND

First survey. No trend data yet.

WHY THIS MATTERS

Employees without adequate recognition are twice as likely to quit within the year. Gallup research finds that only 1 in 3 U.S. workers strongly agrees they received meaningful recognition in the past seven days. Workers who do not feel adequately recognized are twice as likely to say they plan to quit in the next year. A joint Gallup-Workhuman study found that when recognition is fulfilling, authentic, equitable, and personalized, employees are four times more likely to be engaged.

Source: Gallup, 'The Importance of Employee Recognition' (2024); Gallup-Workhuman 'Unleashing the Human Element at Work'

gallup.com/workplace/236441/employee-recognition-low-cost-high-impact.aspx

QUESTION BREAKDOWN

My contributions are recognized and valued by this organization. 3.5

I receive meaningful appreciation when I do good work. 3.6

This organization takes my accomplishments seriously. 3.4

What This Means

When recognition is consistent and authentic, employees are 4x more likely to be engaged (Gallup-Workhuman).



What to Do Next

- Recognition is happening but may not feel meaningful. Move beyond generic praise: be specific, timely, and tie it to impact.



Next Steps

Based on your survey results, here are three high-impact actions to strengthen engagement across your organization.

1

Address your lowest-scoring area: Growth and Development

Start with a structured conversation between managers and their teams this week. Focus on one specific, actionable change rather than a full program. Small, consistent actions compound over time.

Growth and Development

2

Build on your strength in Belonging and Connection

Share this result with your leadership team. Recognition of what is working well is equally important as addressing gaps. Reinforce the behaviors driving your top scores.

Belonging and Connection

3

Make engagement a daily practice, not a quarterly event

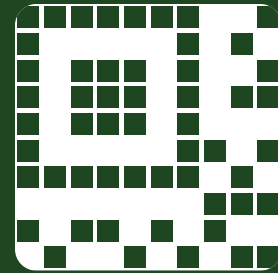
The most effective engagement strategies are built on consistent, small actions. Regular pulse checks and daily leadership habits create lasting cultural change without large program overhead.

All Dimensions



Turn these insights into daily habits.

Grove helps managers build engagement through simple, daily coaching tasks. Each task is based on proven leadership behaviors and takes just 5 minutes. Your team already told you what matters. Grove helps you act on it.



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