

Workplace employee toxins

PRESENTED BY NATIONWIDE®

Address these common toxins in your workplace to improve employee engagement and performance.



Only **27%**
of employees rate their benefits as satisfactory.¹

Not everybody is happy with the same cookie-cutter benefit package.²

Offer a variety to cater to different employee lifestyles.

Lack of timely feedback

#1 is the reason why employee programs fail.³

Create an environment where open communication is the norm.



45%

of employees would be likely to look for other jobs within the next year.⁴

Make sure employees are not overworked or mired in office politics.

95%

of human resource leaders admit employee burnout is sabotaging workforce retention.⁵

Key burnout factors:

- Poor management
- Employees seeing no clear connection of their role to corporate strategy
- A negative workplace culture



Signs of a disengaged employee⁶



No initiative (even if productive)



Unhealthy activities (frequent coffee/smoking snack breaks)



No excitement (silence in the face of a team "win")



Lack of curiosity (no interest in learning)



No personal passions (wasted weekends)

Steps for positive change



Enhance benefits and provide a variety of options.



Improve leadership and management functionality.



Help employees understand their role in the corporate strategy.



Recognize and develop employees' talents.

Get on board to make positive change.
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¹ 2016 Employee Job Satisfaction and Engagement Research Report by the Society for Human Resource Management. <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2016-Employee-Job-Satisfaction-and-Engagement-Report.pdf>

² 5 employee benefits trends for 2017. <http://www.benefitspro.com/2016/12/07/5-employee-benefits-trends-for-2017>

³ The Employee Suggestion Box Guide: 10 Factors That Separate Failures From High Performers. <http://innovationexcellence.com/blog/2016/02/18/11-unexpected-facts-about-managing-employee-idea-programs/>

⁴ 2016 Employee Job Satisfaction and Engagement Research Report by the Society for Human Resource Management. <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2016-Employee-Job-Satisfaction-and-Engagement-Report.pdf>

⁵ Employee Engagement Study, Workforce.com. <https://workplacetrends.com/the-employee-burnout-crisis-study/>

⁶ 5 Surprising Signs of a Disengaged Employee. <https://www.15five.com/blog/5-surprising-signs-of-disengaged-employee/>

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