



Feedback by the Numbers

(from Gallup's *Driving Engagement by Focusing on Strengths*)

1. What percent of employees want feedback on a daily or weekly basis?
 - a. 20%
 - b. 40%
 - c. 60%
 - d. 80%
2. What percent of employees under 30 want feedback on a daily or weekly basis?
 - a. 12%
 - b. 32%
 - c. 52%
 - d. 72%
3. How many staff receive regular feedback?
 - a. 28%
 - b. 38%
 - c. 48%
 - d. 58%
4. How many employees strongly agree that the feedback they receive helps them do their job better?
 - a. 26%
 - b. 46%
 - c. 66%
 - d. 86%
5. What percent of employees say being recognized motivates them in their jobs?
 - a. 18%
 - b. 38%
 - c. 58%
 - d. 78%
6. How many staff say they do not feel appreciated at work?
 - a. 29%
 - b. 39%
 - c. 49%
 - d. 59%
7. How many employees say they would work harder if they felt their efforts were better recognized?
 - a. 29%
 - b. 49%
 - c. 69%
 - d. 89%
8. How many workers say that critical feedback, when delivered appropriately, is effective at improving performance?
 - a. 32%
 - b. 52%
 - c. 72%
 - d. 92%
9. How many workers are not engaged when they receive little or no feedback?
 - a. 38%
 - b. 58%
 - c. 78%
 - d. 98%
10. How much lower is turnover in organizations that give regular feedback?
 - a. 5%
 - b. 15%
 - c. 25%
 - d. 35%



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