

# **The Five Things Your Employees Haven't Told You (But You Wish They Had)**



We empower the world's most inclusive workplaces.

Trusted Partner to Organizational Change Agents

ASSESSMENT AND STRATEGY

**Uncover the Real Levers to Unlock DEI Progress**

Unfiltered insight into the employee experience powered by innovative technology and over 40 years of DEI data and insights

RESEARCH AND ADVISORY SERVICES

**Set Strong Foundations and Build Actionable Roadmaps**

Expert guidance rooted in research and benchmarking to support your strategic talent priorities

LEARNING AND DEVELOPMENT

**Transform Your Culture by Enabling DEI at Scale**

Impactful workshops and events that build core leadership competencies at every level

We partner with **450+** corporations, government entities, and nonprofits **globally**.

We guide **~50% of the Fortune 100** and **~25% of the Fortune 500** on their DEI journey.

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*“Silence is golden.”*

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*“What you don’t know  
can’t hurt you...”*

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# Employees Reevaluating Effort They Devote to Work

87%

Of employees are disengaged at their current jobs

\$500B

The amount that disengagement costs the U.S. every year

21%

Companies with highest rates of engagement are 21% more profitable

47%

Of turnover is due to an unhealthy company culture

1.5-2x

Of an employee's annual salary is what it costs to replace them

50%

Of the U.S. workforce is made up of quiet quitters

87%

Highly engaged employees are 87% less likely to leave their jobs

69%

Of employees report they would work harder if they felt appreciated

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*“Know better.  
Do better.”*

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# Engagement Surveys Don't Tell Us Enough



1

## Quantitative Data Focused

- Without qualitative responses to contextualize data points, leaders are often left asking "but why"?

2

## Uncertain Anonymity

- Participants do not trust that their answers will be truly anonymous

3

## Inability to Follow Up

- When problems arise, leaders unable to follow up to get more information

4

## Lack Facilitation

- Participants are unable to ask questions and hear commentary about what is being asked

5

## Impersonal

- Participants unable to speak to their own personal experiences in specific detail

6

## Surface Level Questions

- Leaders only get data responses to questions that they had the foresight to ask

# Listening Differently



Survey	EVS	Listening Sessions
Quantitative	<b>Quantitative and qualitative with thematic findings</b>	Qualitative
Uncertain anonymity	<b>Complete anonymity and provides psychological safety</b>	Non anonymous
Inability to conduct live follow-up	<b>Live moderation and conversation</b>	Inability to collect quantitative data
Participation from any location but lack facilitation	<b>Facilitated and participation from any location</b>	Facilitated but participation from one location
Have a wide reach but are impersonal	<b>Have a wide reach and are personal</b>	Have a narrow reach but are personal
Surface-level questions	<b>Capacity to scale</b>	Lower capacity



# Listening Differently

Do you feel held back in your career progression?

- Yes 31% (10)
- No 21% (7)
- I don't know 46% (15)

Submit

Do you feel held back in your career progression?

anon-82: yes

anon-82, can you explain further?

Do you feel held back in your career progression?

anon-82: yes

anon-544: Yes, I rarely have discussions about my career, just check-ins on tasks

Submit

Submit

Facilitated 60- Minute, Anonymous Online Focus Groups

Gathers rich data in an engaging, safe, and solutions-oriented forum

Delivers an authentic portrait of employee experiences

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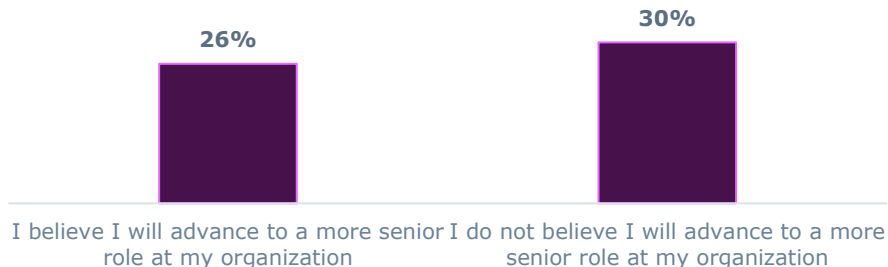
**5 Truths Employee  
Surveys Won't Tell You**  
*(and you need to know)*

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# Belief in Advancement Doesn't Reduce Flight Risk



## Belief in Advancement Among Employee Participants Who Report They Will Stay at Their Company 3 Years or Less



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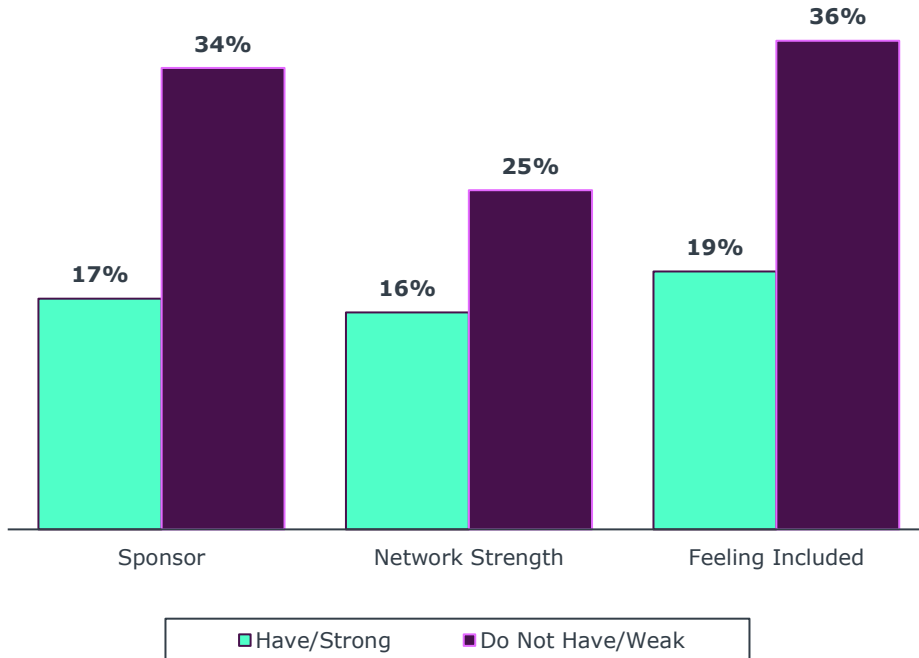
“It is difficult to build relationships and find networking opportunities with higher levels. It’s not clear how to build advocates other than showing good work on projects and initiatives.”

**Anon-794**

Employee Voice Session  
Participant

”

### Employees At Risk Of Leaving



“

“Honestly, I have great relationships with many senior leaders, but I had to be the one to reach out and establish a connection. It would be nice if senior leaders extended their hand to mentor others. Especially considering most of them are white and constantly talk about promoting diversity.

**Anon-394**

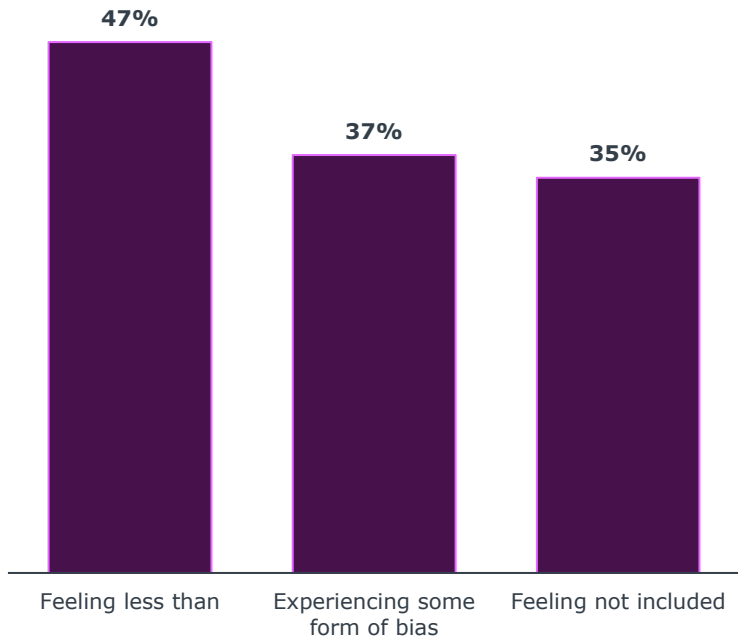
Employee Voice Session Participant

”

# The Negative Effects of Exclusion



## Employee Participants Who Report Feeling Excluded At Their Workplaces



### 1. Exclusion **Increases Flight Risk**

28%

of participants who feel “less than” intend to leave their company within three years, compared to 12% who do not feel less than

### 2. Exclusion **Encourages Inauthenticity**

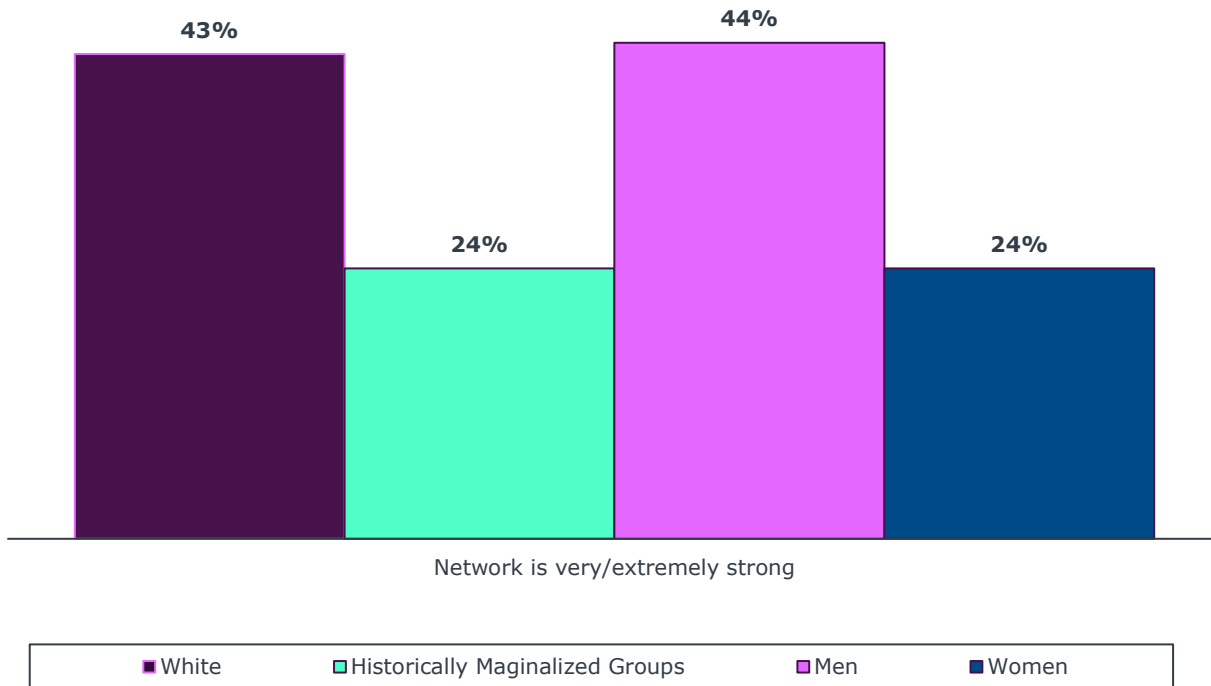
75%

of employees who experience some form of bias compromise themselves in some way at work, compared with only 25% of those who do not experience bias

# Relationship Capital is Inconsistent Across Groups



## Relationship Capital of Employee Participants Who Want to Advance

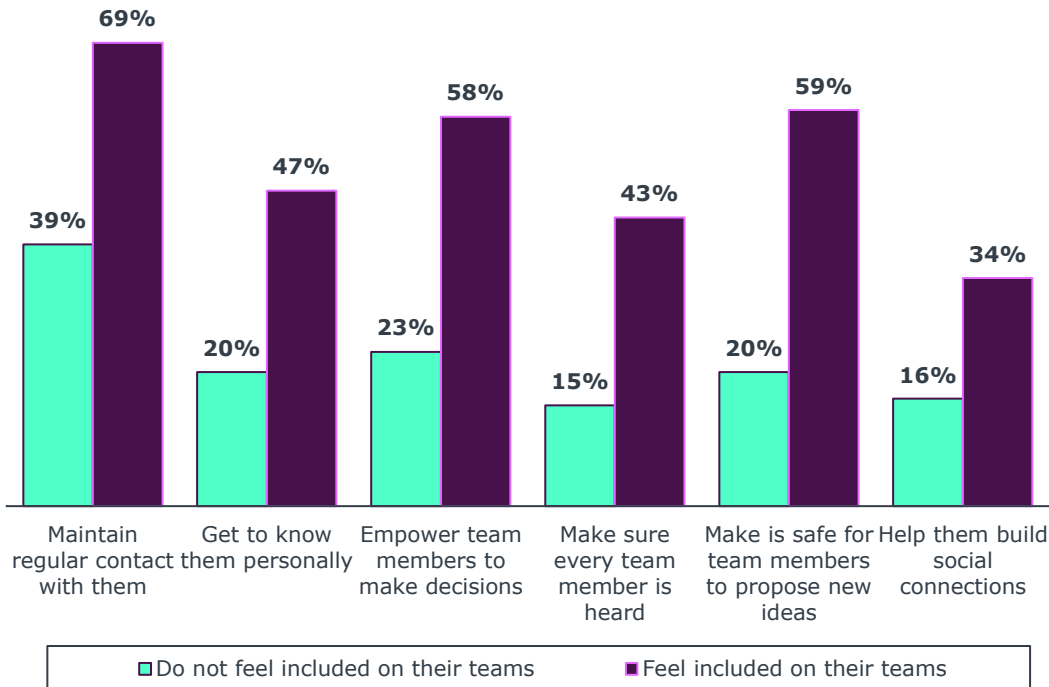


# The Level of Inclusivity a Manager Exhibits Matters

## Employee Participants Who Have Managers That Exhibit the Powerful Inclusive Behaviors



I never receive feedback. I will receive negative comments if I make mistakes, but never receive coaching to improve in my weaker areas.



—Anon-598  
 Employee Voice  
 Session  
 Participant

Interested in Continuing the  
Conversation?

**Join us at booth #4128  
and meet our experts!**





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