

# 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.



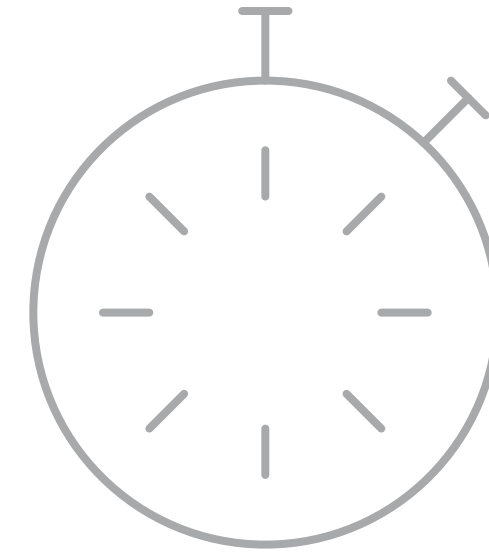
### THAT LITTLE EXTRA

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

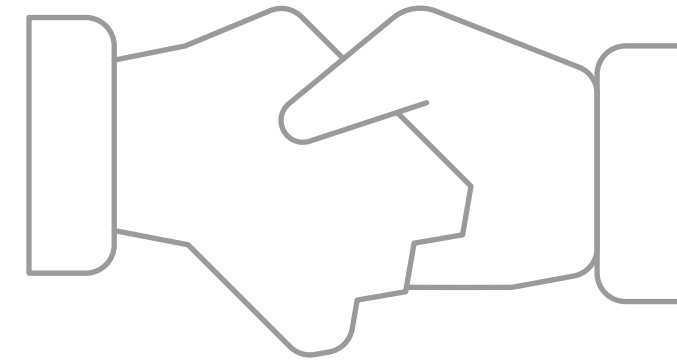
Satisfaction is about **TEMPORARY** happiness.



Engagement is about **LONG-TERM** feelings of purpose, belonging, growth, and personal accomplishment.

### SHARED RESPONSIBILITY

Satisfaction is controlled by the organization.

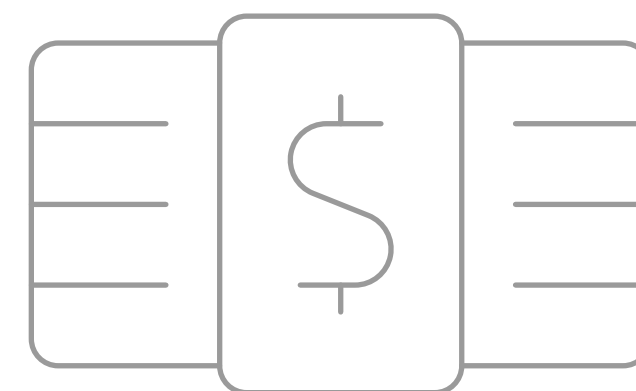


Engagement is **SHARED** by the employer and employee, a 50-50 responsibility.

### 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 unlock the lasting power of employee engagement, these five **ENGAGEMENT MAGIC** elements are essential and should be cultivated within an organization:



TO LEARN MORE ON ENGAGEMENT, VISIT:  
[DECISIONWISE.COM/ENGAGEMENT-MAGIC](https://www.decisionwise.com/engagement-magic)

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