

## **Gallup Research Across 142 Countries of the World Defines Three Employee Types**

**Engaged** employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.

**Not Engaged** employees are essentially “checked out.” They’re sleepwalking through their workday, putting time — but not energy or passion — into their work.

**Actively Disengaged** employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.