

WE POWER

ORGANIZATIONAL PERFORMANCE

BY OPTIMIZING PEOPLE PERFORMANCE

SCIENCE-BASED
ASSESSMENTS

ONLINE
ACADEMIES

TRAINING &
CONSULTING

FOR EMPLOYEES, LEADERS, AND ORGANIZATIONS



LIFE ENGINEERING

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TO INCREASE ORGANIZATIONAL PERFORMANCE

YOU HAVE TO INCREASE PEOPLE PERFORMANCE

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Organizational performance is built on the foundation of people performance, because businesses don't create value, people do.

And when it comes to people performance, there are really only three variables... there's time, talent and energy.

We understand time and talent. We work hard to measure and manage it. It's above the waterline of our organizational attention. But when it comes to performance, it's what lies below the waterline that matters most — and that's energy.

Energy is the mass beneath the surface. Energy is what drives up the impact of our time and talent.

When our energy for our work is high, our time and talent lead to performance. But when our energy for our work is low, the impact of our time and talent shrinks.

But did you know that when it comes to performance, between time, talent, and energy... energy matters most. It matters most, but it's the thing we understand the least.

We don't know how to measure it; and worse, we don't know how to manage it.

OUTCOMES

PERFORMANCE & ACHIEVEMENT

BEHAVIORS

WHAT WE DO WITH OUR TIME AND TALENT

ENERGY

SATISFACTION AND ENGAGEMENT

WE HELP ORGANIZATIONS
MEASURE AND MANAGE ENERGY
TO INCREASE PERFORMANCE

EMPLOYEE
PERFORMANCE

EMPLOYEE
SATISFACTION

EMPLOYEE
ENGAGEMENT
GOES DEEP

TIME

TALENT

ENERGY

- DESIRE
- EMOTION
- ENTHUSIASM
- PASSION

To truly drive performance, we have to go DEEP.
More than just solving for time and talent,
we have to solve for energy.

UP TO **70%** OF TODAY'S WORKFORCE IS NOT ENGAGED

A DISENGAGED EMPLOYEE
PERFORMS AT ABOUT **20%**
OF THEIR TOTAL PERFORMANCE CAPACITY

A DISENGAGED EMPLOYEE
COSTS AN ORG UP TO **34%**
OF THEIR ANNUAL SALARY

A DISENGAGED EMPLOYEE
HAS ABOUT **37%**
HIGHER ABSENTEEISM

DISENGAGED TEAMS
HAVE ABOUT **15%**
LOWER PROFITABILITY

The data around employee disengagement is scary. It's expensive... really expensive. It used to be the era of the Great Resignation, where employees would just quit and leave. But now they quit and stay. It's an all-new epidemic of Quiet Quitting, and it could be costing you a fortune.

What's more, the research shows that employee sentiment almost perfectly correlates to customer sentiment. Which means if your employees are Quiet Quitting, your customers may be too. And if they are quiet quitting today, they may actually quit tomorrow.

WHAT IS YOUR COMPANY DOING TO MEASURE AND MANAGE DISENGAGEMENT?
WE MAKE IT ACCURATE, EASY, AND ACTIONABLE.

ACCURATE
GROUNDED IN SCIENCE

20 Years, millions in research
Expert Science Team
Top-Tier Management Experts

EASY TO USE
FULLY SaaS BASED

Online Surveys
Takes less than 10 min
Results anyone can read

ACTIONABLE
INSIGHT AND INSTRUCTION

Report-specific insights
Created by experts
Full, online academy

THE SCIENCE OF ENGAGEMENT

At Life Engineering, we've spent the last 20 years studying the science of engagement... the energy and emotion people have toward the work they do.

We synthesized that research into the 16 most basic elements that are proven to drive engagement.

We then identified the stages of disengagement people go through, the emotions they feel, and the behavioral signals they send as they disengage.

With this understanding, produced by a dedicated team of behavioral scientists over several years, we began to innovate.

We've invested over \$7M in research and development to become the experts in engagement, so you don't have to.

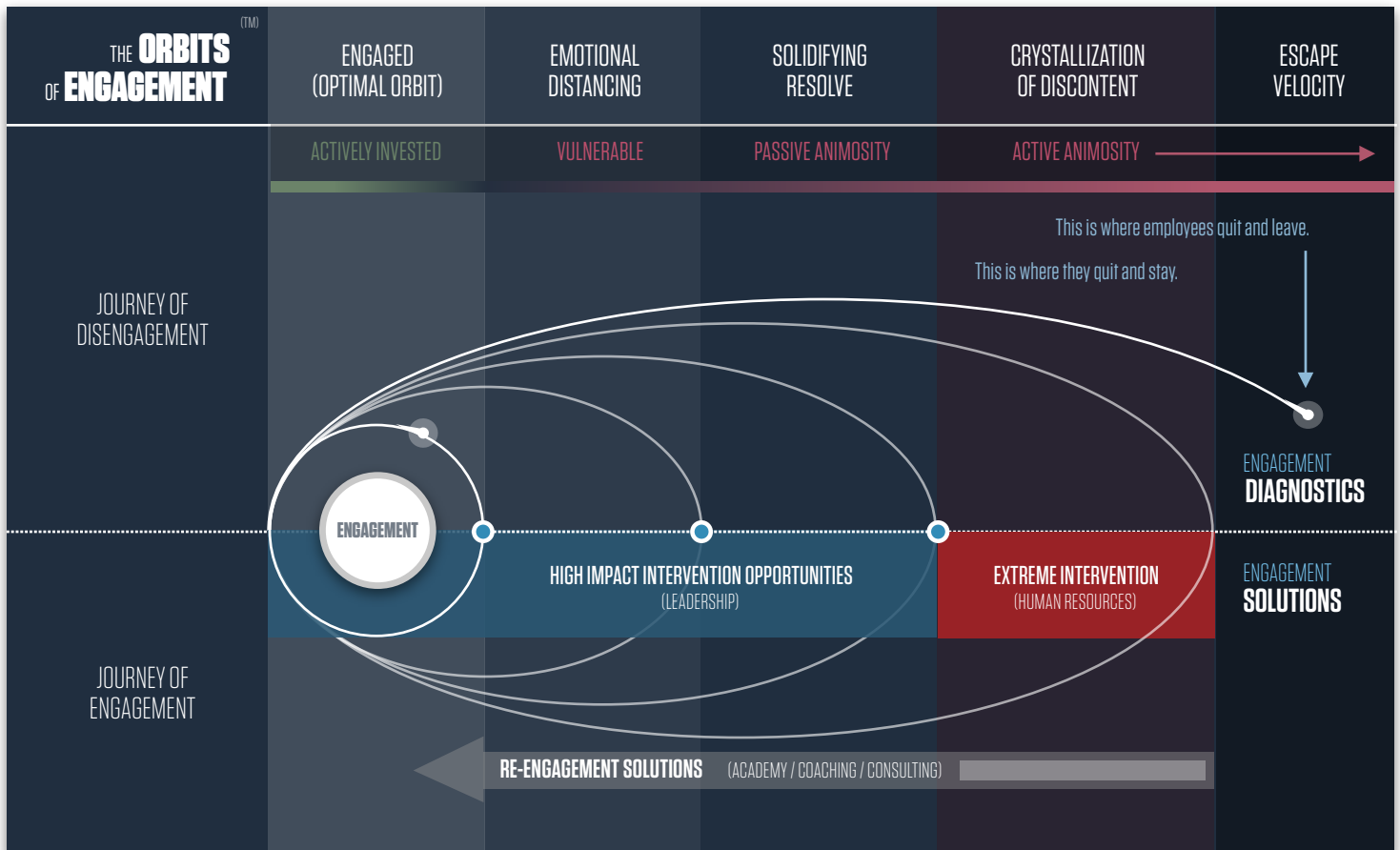
SCIENCE

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The most innovative approach to solving for human achievement I've ever seen.

Hyrum Smith (Co-Founder, FranklinCovey)



ENGAGEMENT

Our Engagement Assessment is grounded in the science of the 16 Elements. It's a carefully crafted, easy-to-take, 10 minute survey that creates absolute clarity around exactly what Elements are either active or missing for any employee, department, team, geography, or any other internal segment.

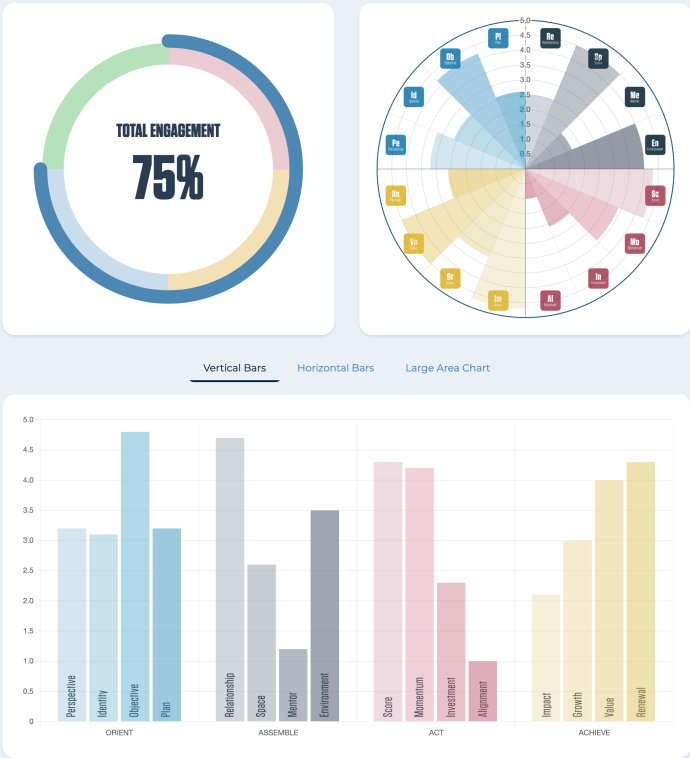
ENGAGEMENT FOR EMPLOYEES

Employees need to take responsibility for their own level of engagement, and now they can. Employees can identify how engaged they are and why. What's more, they'll learn what they can do to find the energy needed to achieve the success they're capable of.

INSIGHTS FOR LEADERS

A leader can now gain granular optics on how engaged their team members are – and specifically what is missing – so they can take highly targeted action to create the most engaged, productive, highest performing team possible.

OVERVIEW CHARTS



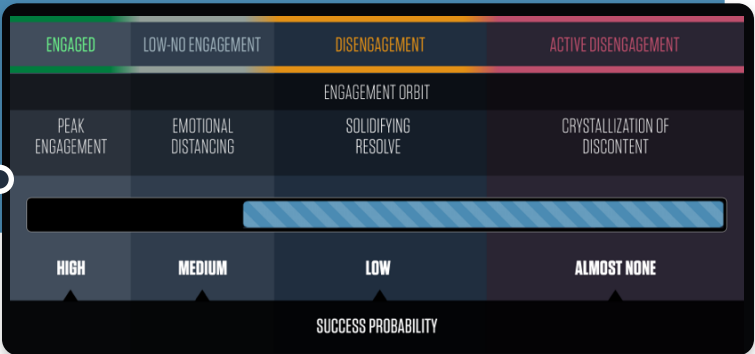
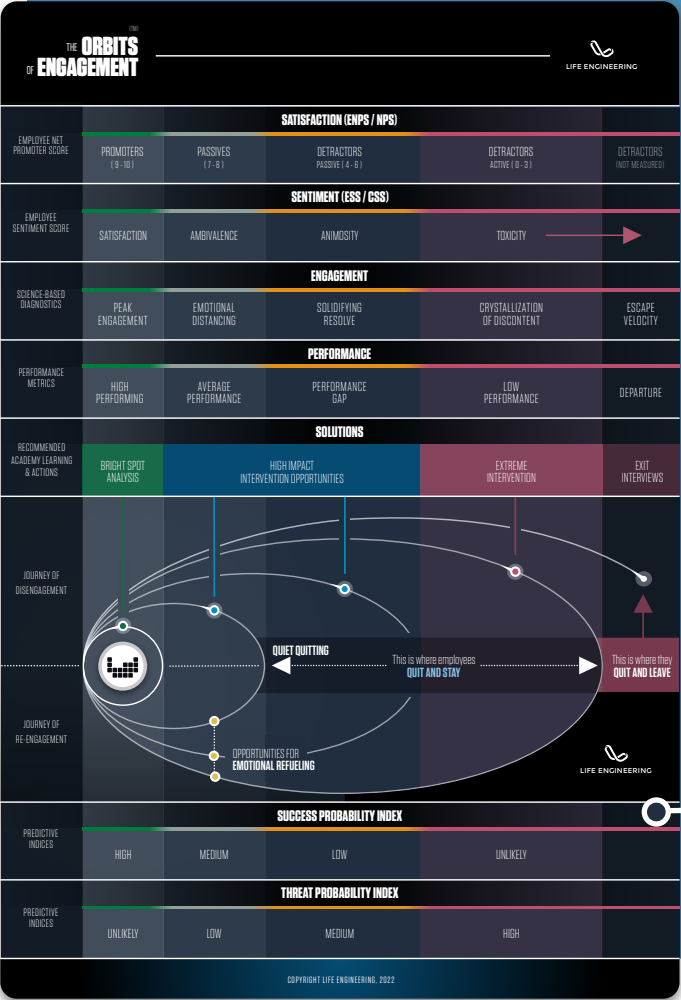
INSIGHTS FOR EXECUTIVES

Roll-up reports show you what engagement looks like across the organization. You can segment reports by department, team, tenure, geography, gender, or other relevant segments... even by initiative.

This allows you to differentiate between problems with individuals, and problems that may be systemic within the organization, so that you can apply the right solution for the problem you're trying to solve.

SUCCESS PROBABILITY

Based on these results, our proprietary algorithm approximates the orbit of engagement that individual (or group) is likely to be in. That gives you insight into the emotions they are feeling, the behaviors they're likely to exhibit, and incredibly, even predicts their likelihood of success (or the degree of risk they pose... culture risk or insider threat).



As we've studied the science of the 16 Elements, how they lead to engagement and achievement, we discovered a six-step process of continuous improvement.

This process is one of the foundational frameworks we teach in our Achievement Academy and is part of the backbone of our training and consulting process.



ACHIEVEMENT PROCESS ASSESSMENT

The engagement report includes an easy-to-understand indicator of the overall category strength of that individual or group within each stage in the Achievement Process.

This insight can help an individual or leader dial in on what might be missing, of what they're good at, and how best to help increase their probability of success.

CUSTOM LEARNING PATHS

These results give you access to detailed insights into what engagement looks like for that individual or group.

Based on those results, a custom learning path through our Achievement Academy is created.

That way you not only get diagnostics on what's happening, but are directly connected to professionally developed courses and content that will help you know how to solve for that specific engagement profile.

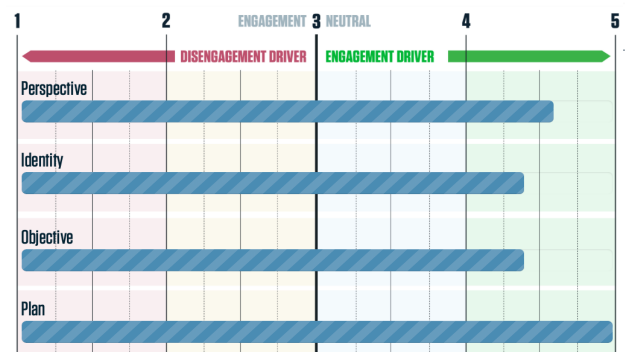
ORIENT

Being successful means starting right... starting strong—whether you're starting a new journey or are just starting your day on a journey you're already on.

The Orient Pillar is where you experience the joy that comes when you put your past into perspective and your future in focus... when you know who you are, where you're going, and how you're going to get there.



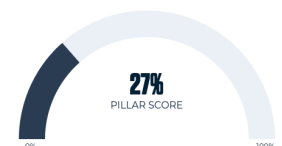
EXPLORE THIS PILLAR



ASSEMBLE

To be successful in life, you can't do it in isolation. Successful people know that they don't get there without help. In fact, they make sure getting that help is a core part of their move-forward strategy for success.

The Assemble Pillar is about accessing the support you need to succeed. It's about knowing how to access and leverage leaders and mentors, how to involve others in a way that increases enjoyment and powers progress, how to architect your environment to support success and how



PERSONAL ENERGY PROFILE

While each of the 16 Elements impacts our engagement, this assessment identifies the level of impact of every Element. It shows you the core motivation formula for every employee!

Armed with this knowledge, an employee can know exactly what to focus on to find their energy, and a leader can know exactly what efforts will yield the greatest engagement return in motivating that individual.

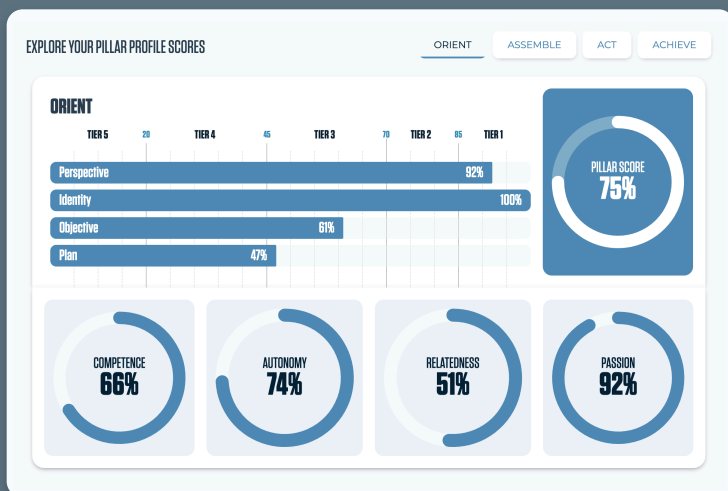
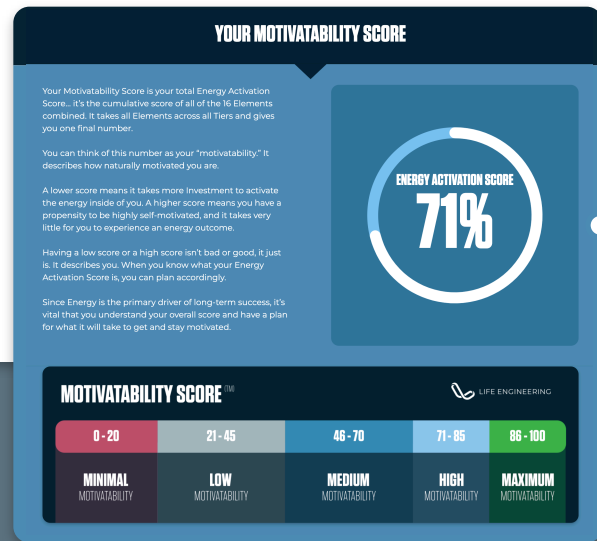
The Personal Energy Profile also tells you the type of work that employee is likely to be successful at, where they might struggle, how likely they are to succeed if remote, or in an open-office environment, and so much more. This level of personal insight helps you know how to focus them in on the type of work and the work settings where they're most likely to succeed.

DEEP ENGAGEMENT INSIGHTS

When you have both an employee's Engagement Assessment and their Personal Energy Profile, you can see the state of each Element relative to how important that one Element is to that employee.

This provides added insights into their state of engagement, and specifically how to solve for it.

This can be hugely helpful when designing for the most important engagement interventions or to be sure you're focusing your investments in the areas that will matter most.



MOTIVATABILITY

The Personal Energy Profile includes a "Motivatability" score. It's an indication of how self-motivated that employee is, how much effort it may take to activate their inner energy, and of course, which Elements are most likely to drive them.

TEAM ENERGY PROFILE

Leaders and executives can also see this Energy Profile as a roll-up report by team, department or other internal segment.

Doing so creates a better understanding of what Elements most motivate a group so you can design highly-targeted engagement initiatives.

TEAM FIT

ASSESSING TEAM SYNERGY

Once you've created a Team Energy Profile, a hiring manager can now give the Personal Energy Profile to a candidate to determine how likely they are to be successful on the team they're about to join, assessing whether or not they have a similar chemistry and will be a good culture fit for that team.

That critical insight, delivered early, can help a leader or an organization prevent a bad hire. It can also provide direction to the leader whose team they're about to join about things that may potentially go wrong, and even direct them to learning in the Achievement Academy to help them prepare for those scenarios.

A manager could also compare the Personal Energy Profile of a struggling employee with the team they're on, to determine why they may be struggling, and even identify a team that may be a better fit for them.

ASSESSING CANDIDATES AGAINST TOP PERFORMER PROFILES

You can even create a Top Performer Profile for the role you're hiring for and assess candidates against that profile. Simply select the individuals within the organization that comprise the type of profile you're trying to match, then compare a candidate against that profile.

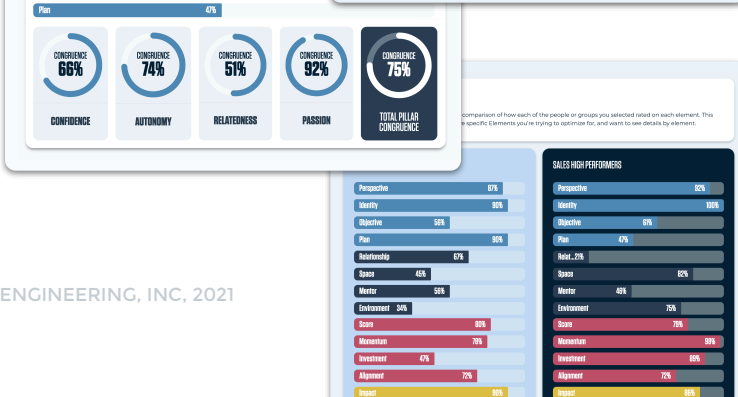
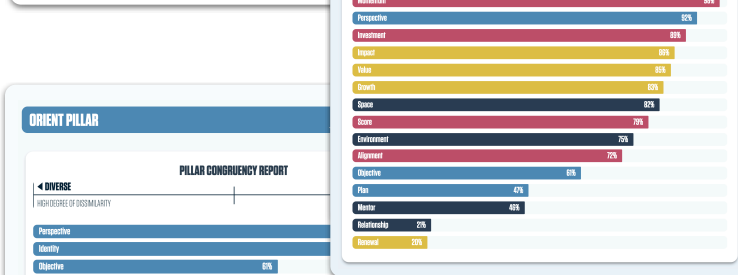
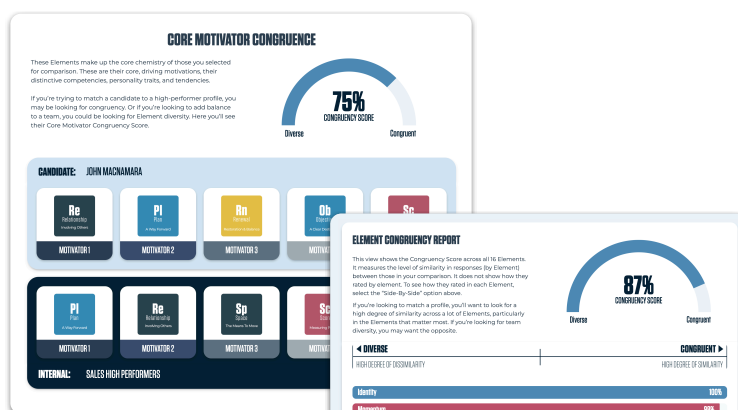
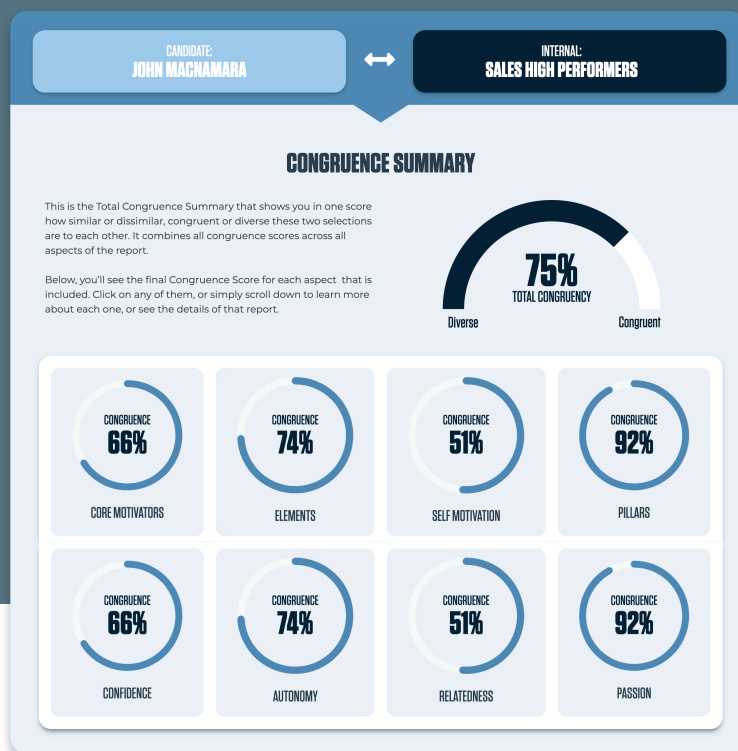
You'll be able to see the level of congruence between the two profiles, as well as the level of diversity.

OPTIMIZE FOR DIVERSITY

If you're looking to optimize for diversity — to create balance across a team, department, or the whole organization — this report will tell you the degree of diversity present. It will also tell you if the candidate you're hiring adds to that diversity, or is congruent to the personality and attribute profile that already exists, giving you an all-new, quantitative view into team and organizational diversity.

PERFORMANCE-BASED ANALYSIS

Whether you're optimizing for team chemistry, mapping a candidate to a top performer profile, or looking to increase diversity, the metrics we leverage and the insights this report provides are all directly correlated to employee performance. That allows you to focus on what you know will truly impact the organization's ability to succeed.



UNDERSTANDING THE IMPACT OF EMPLOYEE SATISFACTION

Each of the assessments in the Engagement Diagnostic Series can provide organizational optics on engagement by going DEEP on the specific emotional needs and motivators of the workforce.

But sometimes what an organization needs is something much lighter, something that has a smaller survey footprint, and can be deployed more rapidly and more frequently.

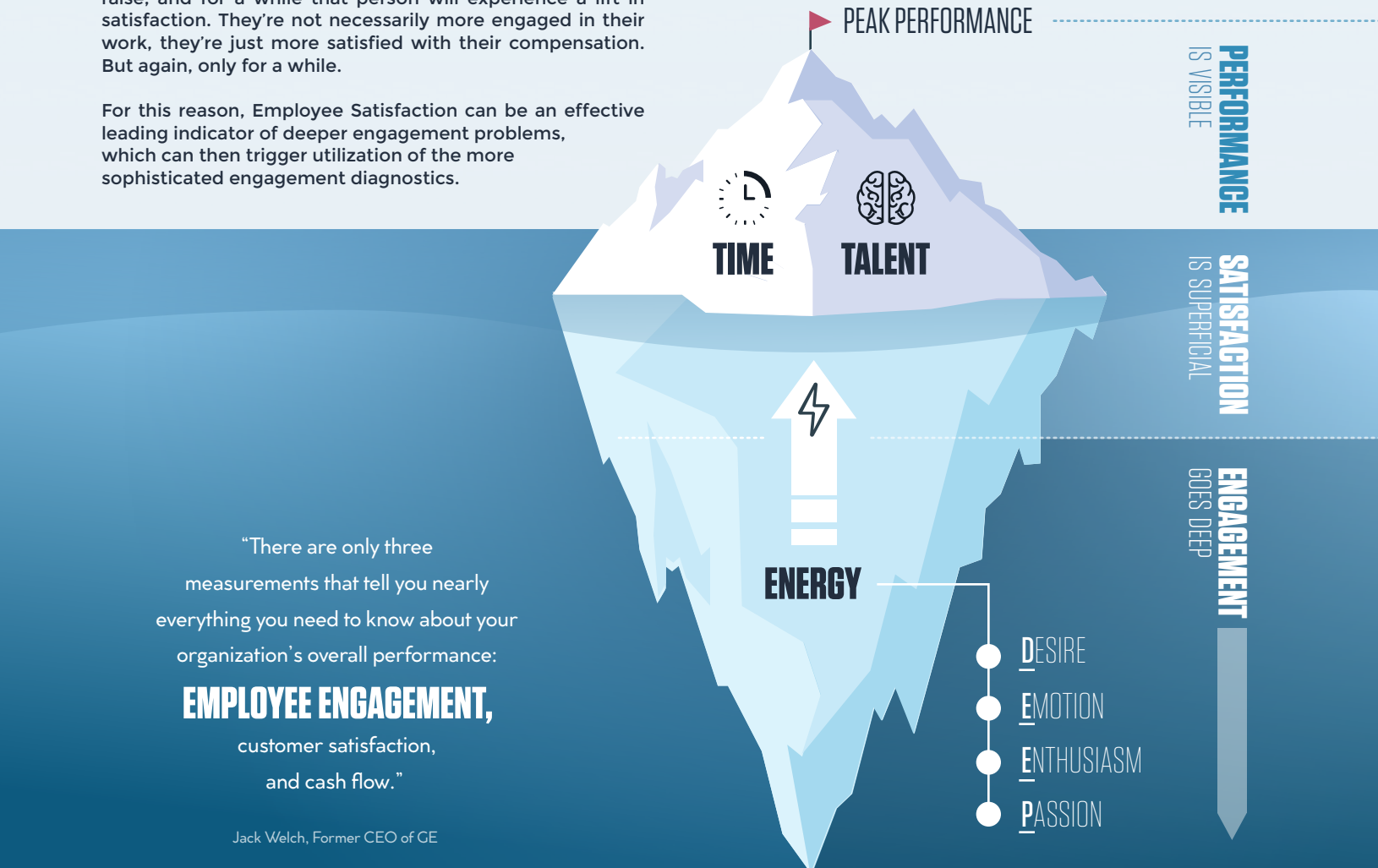
For this, there's employee satisfaction.

Employee satisfaction is a temporary emotional outcome of a positive change in one of the 16 Elements.

Let's take the Element "Environment" as an example. You can put a ping pong table in the break room, and for a while, a certain group of people will experience a temporary lift in satisfaction. They're not more engaged in the work they do, but they're more satisfied with their environment. But in time, they acclimate to the change, and it no longer yields the same satisfaction results.

Or take "Value" as an example. You can give someone a raise, and for a while that person will experience a lift in satisfaction. They're not necessarily more engaged in their work, they're just more satisfied with their compensation. But again, only for a while.

For this reason, Employee Satisfaction can be an effective leading indicator of deeper engagement problems, which can then trigger utilization of the more sophisticated engagement diagnostics.



SATISFACTION (eNPS)

The Net Promoter Score (NPS) has become the industry standard for measuring customer satisfaction (CSAT). It asks customers a single question: "How likely are you to recommend this product (or service) to a friend?"

Research has shown that "willingness to recommend" is the single highest indicator of customer satisfaction.

eNPS uses the same approach, but to measure employee satisfaction. It asks simply: "How likely are you to recommend our company as a place to work?"

Those who score 9 and 10 are "Promoters." Those who score 7 and 8 are "Neutral" and don't count toward your score. Those who score 1 - 6 are called "Detractors" and take away from your score.

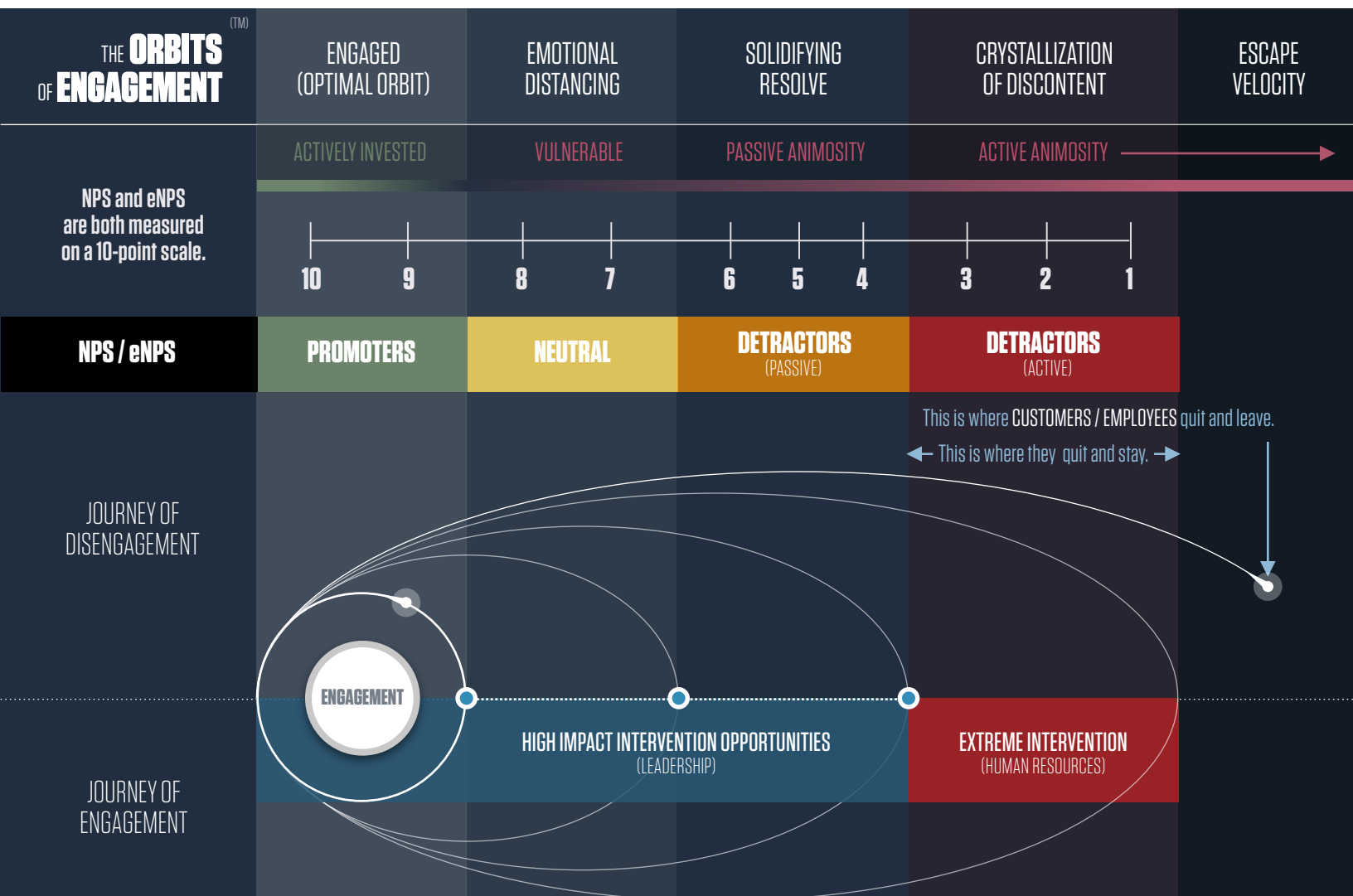
Tracking the change in eNPS scores, over time, and by department (or other segments like geography, gender, tenure, or team) allows you to identify shifts in sentiment so you can dive deeper to figure out what's happening.

How likely are you to recommend our company as a place to work?

12345678910

Why?

Not coincidentally, both NPS and eNPS map perfectly to (and can be best understood using) the Orbits of Engagement. It describes the emotions customers or employees are feeling based on the orbit they are in, and can indicate what needs to be done to solve for that situation.



ACHIEVEMENT ACADEMIES

Because we care not only about providing individuals, leaders, and organizations accurate diagnostics, but also about connecting them to solutions, each of our Assessments are actively linked to world-class content in our online Academy.

Here individuals, leaders, and executives can go to learn more about the science of the 16 Elements, the Orbits of Engagement, the Achievement Process, and dozens of other models and frameworks that connect and give color and context to these assessments. These academies will teach them how to increase engagement, satisfaction, and performance to power human achievement.

EMPLOYEE ACHIEVEMENT ACADEMY

The Academy for Employees is an Employee Wellness investment that helps them learn how to take control of their own engagement, increasing their ability to perform. It teaches them principles and provides them with tools to help them be successful at work, and in life.

Because it's founded on the same core, fundamental frameworks as the assessments, as well as the leadership and organizational academies, it simultaneously serves as an investment in their future leadership opportunities, and gives the organization a single, common language around engagement, satisfaction, performance, and achievement.

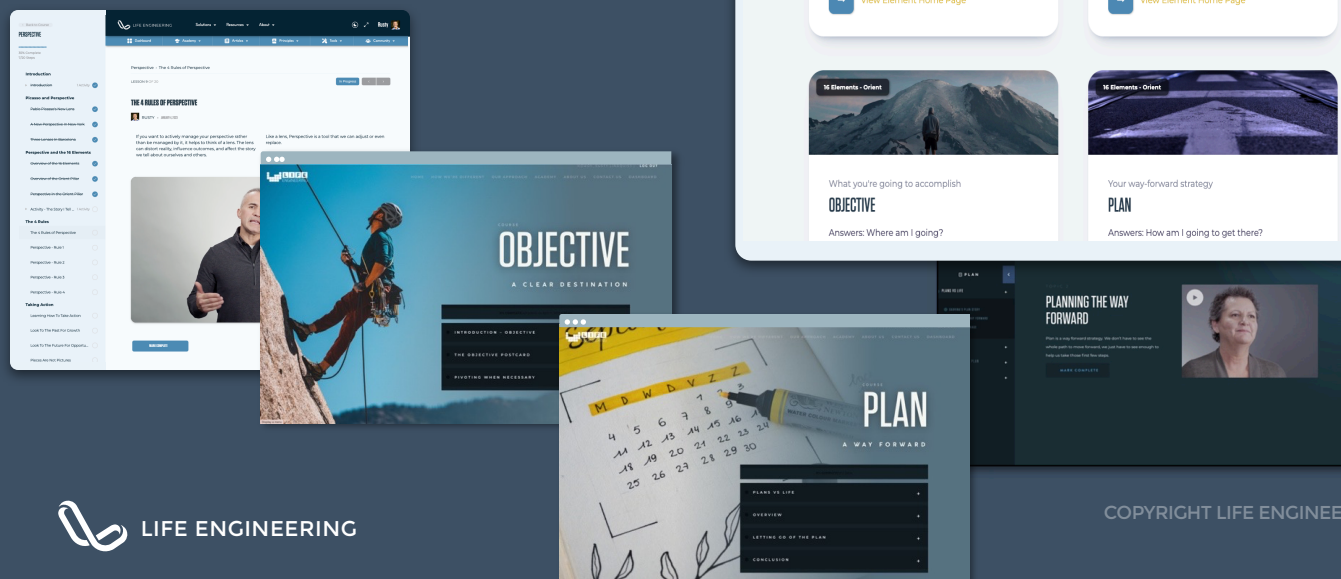
LEADERSHIP ACHIEVEMENT ACADEMY

In addition to all the content in the Employee Achievement Academy, those with Leadership licenses get added content on how to use the results of the assessments available to them to create change in their teams, to drive engagement, satisfaction, and performance.

They'll also receive content from world-class experts on how to be a leader in the 21st Century. They'll learn management techniques, leadership principles, and will be able to draw from frameworks accumulated from top leadership development experts over decades.

PERSONALIZED LEARNING

Individuals and leaders are able to follow a personalized learning path that is specific to the assessment results they get, either for themselves or for their teams. This allows them the ability to focus on the learning activities that are most likely to impact the areas that need the greatest impact.



CONSULTING

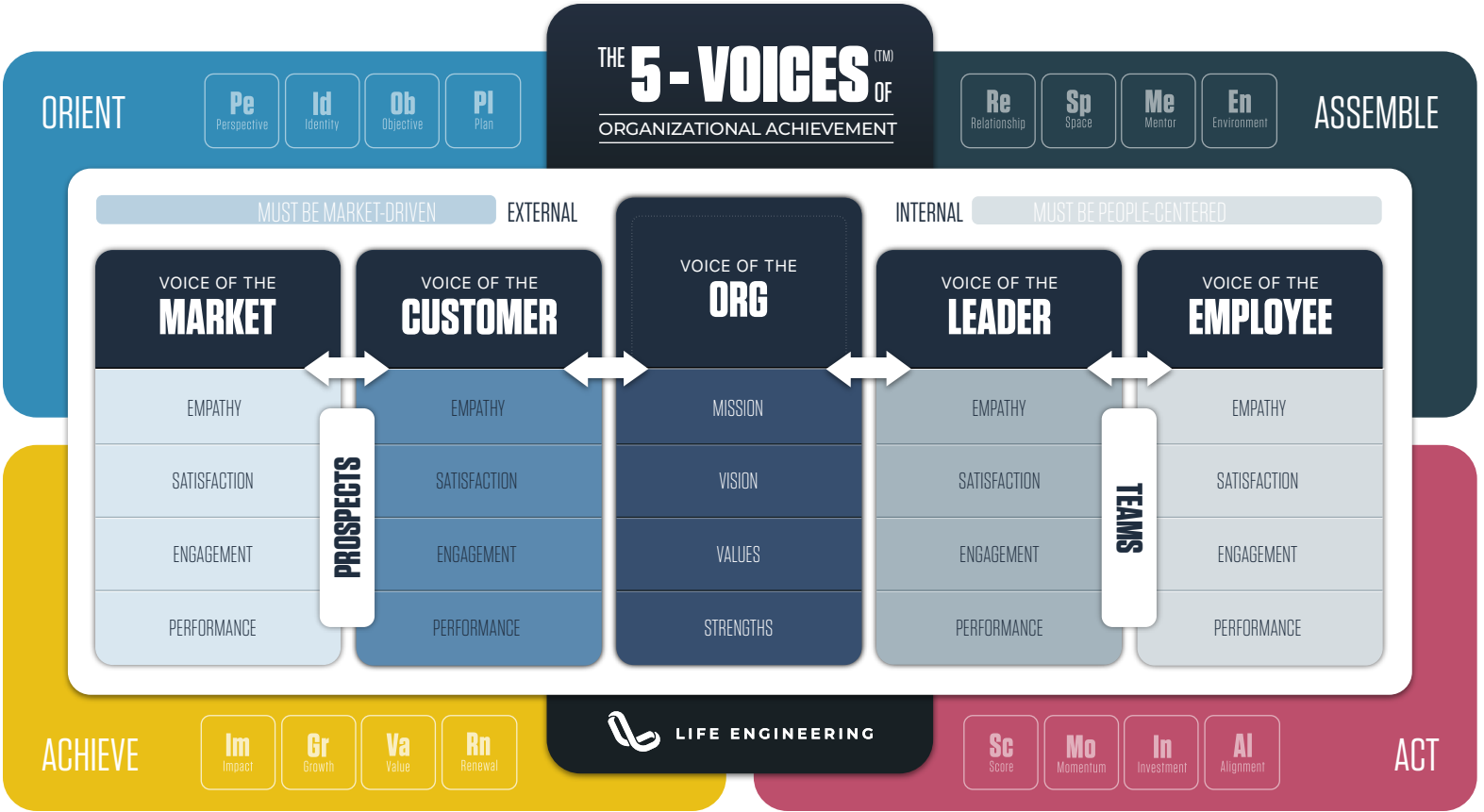
We have created a proprietary, data-driven, process-oriented approach to consulting, allowing teams and organizations access to a guided process to get very specific and highly tailored help.

COACHING

Our proprietary consulting model is applied at a more granular, individual level to help individual leaders, executives, or high-potentials know how to solve for their specific needs and situations.

TRAIN THE TRAINER

A Train-the-Trainer process certification process allows an organization to build up a deep internal competency on how to leverage the data and insights from our assessments to drive organizational results.



A DATA-DRIVEN APPROACH TO ORGANIZATIONAL ACHIEVEMENT

The value of these combined assessments, all drawing upon the same intellectual property foundation and deployed throughout an organization, is that they now allow an organization to really triangulate around what is driving employee satisfaction, engagement, performance, and team experience, finally beginning to truly understand the emotional architecture around culture.

With that architectural understanding, and an ongoing assessment engine in place to continuously measure and get feedback, an organization is positioned to traverse the complexity of the landscape ahead, leading to true cultural resilience and security. Because when it's all said and done, if we want to drive business value, then we have to increase people value. That's what Life Engineering is all about.

START TODAY

www.LifeEngineering.com | sales@LifeEngineering.com | 1-800-417-4309