

Engaged Performance™: A complete picture of workforce impact

Factsheet



Korn Ferry's industry-leading employee engagement framework reveals how employees' energy, wellbeing, commitment and overall perceptions of support translate into business performance.

Let's unpack how this framework helps organizations unlock these powerful predictors.

What is Engaged Performance™?

Engaged Performance™ is one of Korn Ferry's proprietary research frameworks. It underpins our employee engagement solution - Korn Ferry Listen. Engaged Performance™ helps organizations measure and understand the employee experience and prioritize strategic steps to improve retention, financial performance, and even customer outcomes.



COMPONENTS OF THE FRAMEWORK

The framework is built on four interrelated components:

Engagement

Employees' motivation, pride, and emotional connection to their work.

Enablement

The tools, resources, and support needed to be effective.

Wellbeing

A sense of physical, emotional, and psychological health at work.

Intent to Stay (ITS)

The outcome that signals long-term employee commitment.

Together, these components help organizations measure what truly matters - **not just how people feel at work, but how likely they are to stay and thrive.**

Why Engaged Performance™ Matters

Korn Ferry research shows that organizations with high levels of Engaged Performance™ are:

Retention

4X

More likely to retain top talent.

NPS

+50%

More likely to be a recommended workplace.

Employee Performance

2X

More likely to have employees perform at their best.

Looking Beyond Engagement

Most organizations track engagement in a silo - but that's not always enough. Korn Ferry's model offers a more holistic and predictive approach, by integrating engagement, enablement, wellbeing and intent-to-stay as essential dimensions - and predictors - of workforce performance.

Wellbeing and ITS are two newer additions to Korn Ferry's tenured model. They reflect a more modern view of the way employees experience work today, what they value, and how well they feel positioned for success:



Wellbeing reflects how sustainable the employee experience truly is. Wellbeing imbalance or burnout are warning signs of future attrition.



ITS is a critical indicator of broader workforce stability. Beyond sustainable energy and overall satisfaction, ITS signals whether an employee sees a future at the organization long-term.

REAL-WORLD IMPACT WITH KORN FERRY LISTEN

When scores across all four components of the framework are high, organizations are far more likely to retain talent, achieve performance goals, and build a resilient culture:

-  Reduce turnover in key roles and demographics.
-  Strengthen employee trust and alignment to organizational goals.
-  Elevate workforce wellbeing and culture, even through change.
-  Demonstrate proven ROI from EX initiatives and investment.

How Organizations Use the Framework:

- Identify friction points in the employee experience
- Uncover hidden risks related to burnout or attrition
- Prioritize leadership and resource investments
- Correlate people data with key business outcomes

Transform Your Employee Experience Today

Engaged Performance™ is Korn Ferry's proven framework for building top-performing cultures and organizations.

Contact us to learn more.