

Employees Want to Know How They're Performing

7 stats that show how regular feedback is key to engagement and retention



The American workforce is hungry for feedback. [Gen Z and Millennials](#) want to know where they are excelling, and more seasoned employees want input that will help them improve and advance.

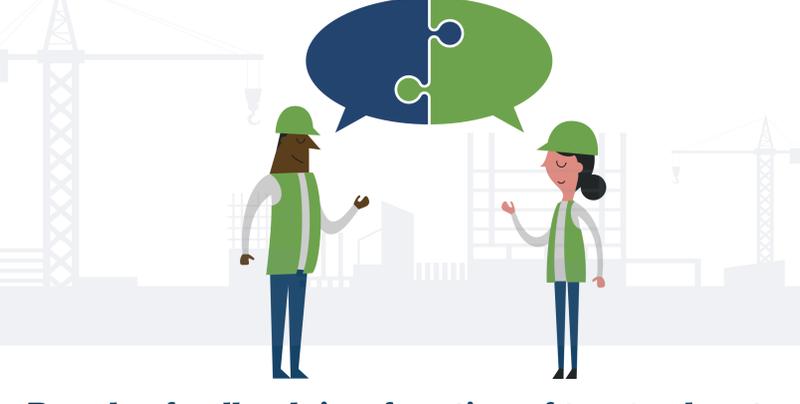
The great news is that frequent, meaningful feedback works.

Employees who get weekly vs. annual feedback are more motivated and engaged.

3.2x
more likely to strongly agree they are motivated to do outstanding work

2.7x
more likely to be engaged at work

Source: Gallup

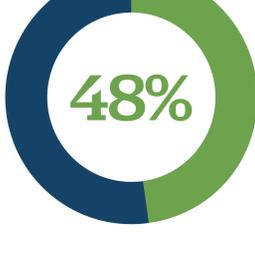


Regular feedback is a function of [trust](#), a key to retaining employees in the [construction industry](#).

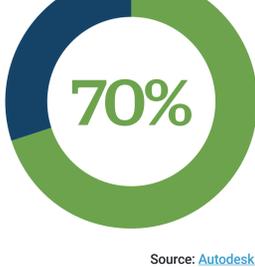
Companies with high/above average degree of trust

Companies with average/low degree of trust

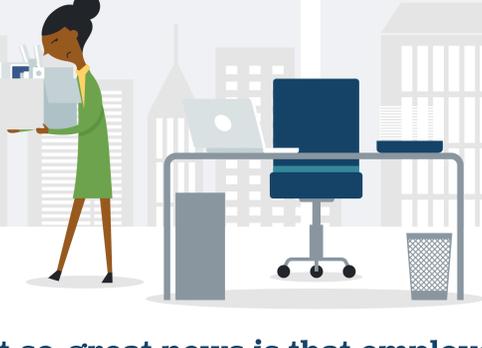
Managers share feedback



Employees believe they receive meaningful feedback



Source: Autodesk and FMI 2020 Industry Report



The not-so-great news is that employees who don't get feedback or recognition may be more likely to [exit an organization](#). And, unfortunately, most employers don't get it right.



aren't satisfied with the frequency of feedback they receive



feel that they don't get feedback that's specific



say feedback isn't frequent enough to help them understand how to improve

Source: Officevibe

Frequent feedback doesn't have to be rocket science (but technology can help).

Here are three things to remember when giving feedback:

1

Don't wait until it's annual review time.

Short, timely conversations that recognize employees for great performance or provide guidance on how to improve are effective.

2

Feedback should come from a foundation of trust.

Employees want a genuine relationship that demonstrates you have their back and their best interests in mind.

3

Incorporate project reviews.

When projects wrap up take the opportunity to recognize employees for their contributions. (But remember, if there's negative feedback it should be given real-time and not saved up for project or annual reviews.)

Looking to improve how you manage employee performance and offer regular feedback? Arcoro's [performance management](#) module helps construction employers better engage with their employees.

Want to learn more about best practices for giving feedback? Get our ebook, [5 Ways to Give Employees the Feedback They Crave](#).