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**Jenn Zillmer, CSP, MS, MBA**
EHS Project Manager

**Education**
Lakeland University
M.B.A. Business Administration – Nonprofit Management

Columbia Southern University
M.S. Occupational Health – Environmental Management

Columbia Southern University
B.S. Occupational Health and Safety – Fire Science

**Career Experience**
Fehr Graham – Safety/Management
Alliant Energy – Safety
Shopko Industries – Loss Prevention/Management
Kmart Industries – Loss Prevention/Management
Home Health – Massage Therapist/Health Care Aide
Automotive Industry – Mechanical/Management

**Licenses/Certifications**
Certified Safety Specialist (#33320), 2017
Industrial Hygiene Certificate, 2012
Radiation Safety Officer, 2014

## QUIET QUITTING, EMPLOYEE ENGAGEMENT, & SAFETY CULTURE

» Wisconsin Safety Council Presentation
» April 15, 2025

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## AGENDA

» Understanding Quiet Quitting
» The Link Between Burnout & Safety
» Signs and Causes of Disengagement
» Employee Preferences & Workplace Challenges
» Engagement and Safety Outcomes
» LCM Case Study: Transforming Safety Culture
» The Role of Leadership
» Confidential vs. Anonymous Feedback
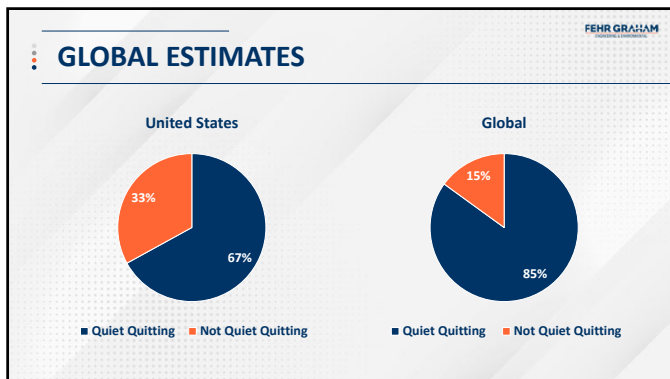» Strategies to Engage Employees
» Q&A

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## UNDERSTANDING QUIET QUITTING

» Employees disengage without formally resigning
» Up to 85% of employees worldwide are disengaged
» Significant impact on productivity and workplace morale
» (Source: Gallup)

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## GLOBAL ESTIMATES

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**United States**

- 33%
- 67%

■ Quiet Quitting  ■ Not Quiet Quitting

**Global**

- 15%
- 85%

■ Quiet Quitting  ■ Not Quiet Quitting

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## ESTIMATED ANNUAL LOSSES

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» Quiet quitting costs US $500B annually
» Up to $1.5T annually worldwide
» ~5% of Employees say they would stop if given more recognition
» 73% of employees are considering resignation
  » (Source: Conference Board & Pew Research)

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## LINK BETWEEN BURNOUT & SAFETY

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» Disengaged workers have a 60% higher injury rate
» Low employee satisfaction leads to 37% more workplace accidents
» Disengaged employees are 18% less productive and 12% less safe
» Companies with strong engagement report 70% fewer safety incidents
  » (Source: Washington Retail Association, Psico-Smart)

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## DISENGAGED WORKERS WITH INJURIES

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»Tenure: Over 5 years at the business
»Engagement: Lower levels of engagement
»Key Findings:
  • 80.4%: Partially supported safety policies
  • 73.5%: Felt safety measures hindered tasks
  • 70%: Rarely reviewed JHA documents
  • 39%: Rarely discussed safety concerns with management
  » (Source: ASSP)

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## ENGAGED WORKERS

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Tenure: Over 5 years at the business

95%: Adhered to safety procedures

92%: Properly used personal protective equipment (PPE)

92%: Strongly supported new policies and procedures

89%: Proactively addressed unsafe behaviors, including co-workers

79%: Regularly reported unsafe behaviors

(Source: ASSP)

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## SIGNS OF DISENGAGEMENT

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• Reduced Quality/Productivity
• Increased Absenteeism
• Reduced Collaboration with Team
• Minimal Participation in Meetings
• Negative Attitude/Lack of Enthusiasm
• Inconsistent Survey Results (including anonymous)
» (Source: Teramind)

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## CAUSES OF DISENGAGEMENT

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**Job-Related Issues**
» **No Growth:** Lack of opportunities causing stagnant feelings
» **Compensation:** Poor compensation and benefits with no promise of betterment
» **Burnout:** Gradual burnout due to overworking
» (Source: Teramind)

**Organizational Factors**
» **Meaningfulness**: Value from work goals or purpose
» **Safety**: Psychological safety to express oneself without fear
» **Availability**: Cognitive resources to engage and excel
» **Poor Leadership**: Hinders safety and reduces engagement

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## CAUSES OF DISENGAGEMENT PART 2

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**Workplace Environment**
» **Negative Conditions:** Lack of favorable policies and poor management erode company culture
» **Physical Conditions:** Poor lighting, cramped spaces, lack of security, uncomfortable furniture
» **Work-Life Balance:** Skewed balance leads to burnout and disengagement

**Personal Factors**
» **Lack of Recognition:** Feeling undervalued
» **Lack of Control:** No say in critical decisions

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## EMPLOYEE PREFERENCES AND CHALLENGES

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**Priority Clarity:**
» 34% don't know work priorities
» 49% Millennials guess priorities
» 33% Boomers, 35% Gen X + Y choose tasks
» 55% Gen Z communicate for priorities

**Communication Preferences:**
» 43% women ask colleagues
» 45% men choose priorities alone
(Source: Forbes)

**Workload and Management:**
» Too many projects/tasks
» 47% feel micromanaged
» 43% have unnecessary status meetings

**Time Management:**
» Up to 2 hours lost daily due to unclear deadlines
» 42% want clear priorities, 30% want set deadlines

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## KEY CHALLENGES FACED BY LCM

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| Over $1 million in injury-related expenses | Decreased productivity and increased operational costs | Low employee engagement contributing to unsafe behavior | Lack of communication and safety accountability |

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## ENGAGEMENT AND SAFETY

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» Engaged employees are more likely to follow safety protocols
» Companies with strong engagement report fewer workplace incidents
» Improved safety culture leads to enhanced productivity and morale
» Reduction in injury-related costs with proactive employee participation
» (Source: Georgia Institute of Technology)

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## LCM'S SAFETY CULTURE TRANSFORMATION

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» Implemented clear safety protocols and accountability measures
» Fostered open communication for reporting safety concerns
» Provided leadership training to emphasize safety-first culture
» Engaged employees in safety decision-making processes
» Achieved significant reduction in workplace incidents
» (Source: Georgia Institute of Technology)

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## KEY TAKEAWAYS

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- **Mission-Driven Work Groups:** Companies with mission-driven teams report 30-50% lower turnover.
- **Team Cohesiveness:** Teams with strong bonds have 20% fewer accidents.
- **Supervisor Engagement:** Active supervisor involvement in safety leads to better safety performance.
  - (Source: Georgia Institute of Technology)

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## DEVELOPING AN ACTION PLAN

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**1** Assess current engagement and safety culture

**2** Set measurable goals and track progress

**3** Continuously adjust strategies based on feedback

**4** Create a plan to ensure leadership accountability

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## LEADERSHIP'S ROLE IN SAFETY CULTURE

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**Listen**
Actively listen and engage with employees
- Conduct 1-1s
- Town Halls/Roundtables
- Recognition

**Create**
Create transparent communication channels
- Share Surveys
- Open Platform (tools)
- Newsletter

**Lead**
Lead by example and promote accountability
- Gather Information
- Anonymous Reporting
- Implement Improvements

**Encourage**
Encourage anonymous feedback to identify safety and engagement gaps
- Gather Information
- Anonymous Reporting
- Implement Improvements

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## THE ROLE OF ANONYMOUS SURVEYS

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**Anonymous Surveys:**

- » **Definition**: Respondents' identities are completely concealed.
- » **Purpose**: Encourage honest feedback without fear of repercussions.
- » **Benefits**:
  - » Openness: Fosters candid responses.
  - » Bias Reduction: Eliminates social desirability bias.
  - » Sensitive Topics: Ideal for discussing workplace safety, harassment or discrimination.
- » **Limitations**:
  - » Follow-Up: No personalized follow-up possible.
  - » Generalized Analysis: Insights are collective rather than individual.
- **Hybrid**: Offer both options to cater to different comfort levels.

**Confidential Surveys:**

- » **Definition**: Collects identifiable information but keeps it secure.
- » **Purpose**: Allows personalized follow-ups and deeper insights.
- » **Benefits**:
  - » Trust: Builds a sense of security and trust.
  - » Detailed Responses: Enables tailored interventions.
  - » Sensitive Topics: Provides support for individuals needing assistance.
- » **Limitations**:
  - Data Protection: Requires stringent security measures.
  - Potential Trust Issues: Must assure respondents of confidentiality.
- » (Source: Culture Monkey, PMC Study)

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## STRATEGIES TO ENGAGE EMPLOYEES

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- »Provide growth opportunities and mentorship
- »Recognize and reward employee contributions
- »Involve employees in safety initiatives and decisions
- »Implement regular, anonymous pulse surveys to monitor engagement
- » (Source: Victoria WorkSafe)

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## HOW CAN YOU HELP OTHER EMPLOYEES?

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- »Provide Honest Feedback
- »Propose Solutions
- »Celebrate Peers
- »Participate in Discussions
- »Speak Up
- »Request Clarification
- »Hold Leadership Accountable
- »Stay Informed

- »Model Positive Behavior
- »Advocate for Fairness
- »Support Initiatives
- »Hold Others Accountable
- »Use Feedback Channels
- »Promote Honesty
- »Track Changes
- »Suggest Solutions
- »Don't become disengaged yourself!!

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**FINAL TAKEAWAYS**

» Leadership is essential for building an engaged, safe workplace
» Proactive strategies prevent quiet quitting and reduce incidents
» Implement anonymous surveys to gain accurate insights
» Use actionable steps to create long-term safety improvements

Contact: Jenn Zillmer, CSP | Fehr Graham
- Email: Jenn.Zillmer@fehrgraham.com
- Phone: 920.457.0700
- www.fehrgraham.com

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**Questions**

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**Thank You.**

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