Human Performance Stats and Facts

FACTS

1. Human performance is a combination of ability, motivation and opportunity.
2. Error-likely situations are predictable, manageable, and preventable. There are situations that, if left unattended, will ultimately cause an error to materialize into an event (an accident).
3. Individual behavior is influenced by organizational processes and values. Look at your own organization. What does it value? The answer to that question is found by looking at what the organization rewards. That affects our behavior.
4. People achieve high levels of performance based largely on feedback received from leaders, peers, and subordinates.
5. Events (accidents or near-accidents) can be avoided by understanding the reasons mistakes occur and applying the lessons learned from past events.

STATS

Managers who received feedback on their strengths showed 8.9% greater profitability. (Source)

- Companies who implement regular employee feedback have turnover rates that are 14.9% lower than for employees who receive no feedback. (Source)

One in five employees is not confident their manager will provide regular, constructive feedback. (Source)

- 24% of workers would consider leaving their jobs if they have managers that provide inadequate performance feedback. (Source)

Teams led by managers who focus on their weaknesses are 26% less likely to be engaged. (Source)

- 69% of employees say they would work harder if they felt their efforts were better recognized. (Source)
- 21.5% of employees that don’t feel recognized when they do great work have interviewed for a job in the last three months, compared to just 12.4% that do feel recognized. (Source)
- 24% of employees who felt they had not received recognition from their direct supervisor in the past two weeks had recently interviewed for another position, compared to just 13% who had received recognition. (Source)

92% of respondents agreed with the assertion, “Negative (redirecting) feedback, if delivered appropriately, is effective at improving performance.” (Source)

Only 8% of companies believe their performance management process is highly effective in driving business value, while 58% say it’s not an effective use of time. (Source)Workplace Stress, Workplace, Safety