

#Getinto  
theDialogue

# 2018 Aon Global Employee Experience Research

Desire for Continuous Dialogue is strong.  
Organizations' readiness is low.

## Unprecedented insight into employee experience measurement



Close to  
**1500 HR professionals**



**from 46 countries**  
representing



**22 million employees**  
around the world.

## Annual employee experience measurement evolving into Continuous Dialogue

**75%**

- ▶ Growing appetite for lifecycle measurement. 75% of companies want to measure almost all lifecycle stages by 2020.

**95%**

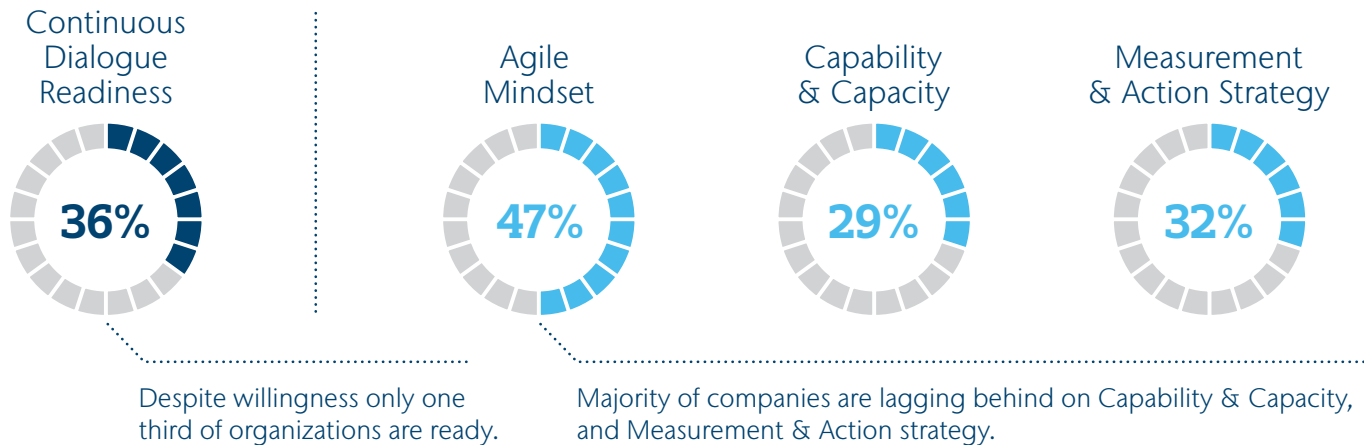
- ▶ Employee engagement is not over. 95% are planning to measure it in 2 years, but topic and frequency of other measurement will change.

**36%**

- ▶ Willingness for Continuous Dialogue outpaces readiness. 36% of organizations are ready for change.

## Aon Continuous Dialogue Readiness Index

Aon Index measures 3 key ingredients ensuring companies' Continuous Dialogue Readiness.



## Extraordinary organizations are taking Continuous Dialogue to the next level

Extraordinary organizations differentiate themselves particularly with regards to measurement strategy:



**82%** are clear on talent lifecycle survey topics



**77%** know the timing of surveys



**85%** know the types of surveys and data that need to be collected

While these organizations are experimenting more and taking Continuous Dialogue to the next level, they still struggle with manager capability and capacity to act and integrating data into a full lifecycle story.



**Future Continuous Dialogue best practice will include more frequent measurement of core lifecycle events but also de-emphasize an engagement-only focus in favor of more frequent change, culture wellness, risk and other bespoke pings.**

**How can Aon help you take Continuous Dialogue to the next level?**



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Impactful People  
Solutions



**Tech**  
Intuitive  
Experience



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Outcomes

To contact us go to: [humancapital.aon.com/solutions/talent](https://humancapital.aon.com/solutions/talent)