

Employee success, simplified

Want to help employees accomplish things and know they matter? Here's a simple guide to creating a **culture of success** across your organization.

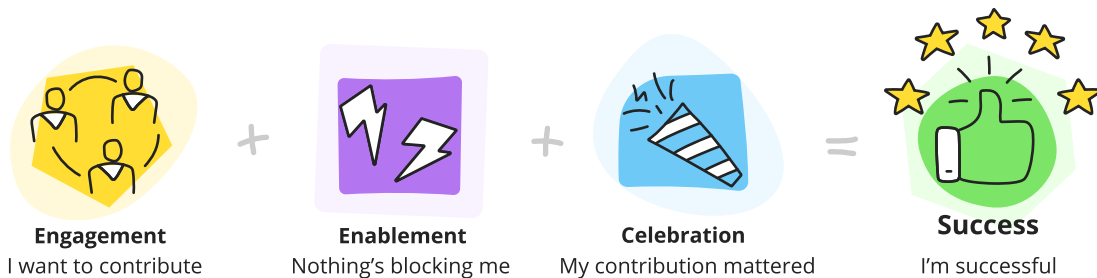
What employee success looks like

An employee feels successful when they:

- Are connected to a thriving culture
- Can get their work done, frustration free
- Know their contributions make a difference

Jostle's employee success framework

Employees enjoy success when they are engaged, enabled, and celebrated. It's that simple.



When employees feel unsuccessful

When employees aren't set up for success they feel:

Disengaged

- "I don't feel I belong"
- "I feel isolated & disconnected"
- "My work isn't inspiring"

Disabled

- "Getting work done is hard"
- "I'm confused & overwhelmed"
- "I can't find who or what I need"

Unappreciated

- "No one sees me or what I do"
- "I'm unnoticed"
- "My contributions don't matter"

All of which add up to a feeling of failure. People actively disengage and soon quit.

The power of success

Magic happens when you set up employees for success:

Engage

- "I want to contribute"
- "I believe in the company and my work"
- "I know what is going on"
- "I feel included"

Enable

- "It's easy to get my work done"
- "I can easily find what I need"
- "I can communicate clearly with anyone"
- "I can quickly find the support I need"

Celebrate

- "I know my contribution matters"
- "I feel seen and recognized"
- "I can appreciate others"
- "I feel part of a successful team"

All of which add up to a feeling of accomplishment. People stick around and are eager to contribute more.

The impact of employee success

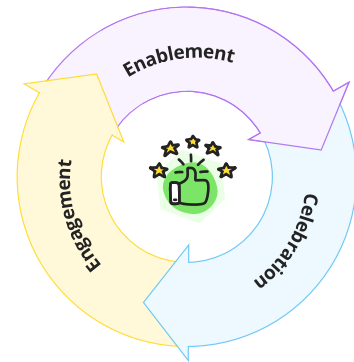
Employees that are set up for success:

- Believe in the company's direction and understand what matters.
- Can work together and live your company's culture from anywhere, anytime.
- Find what they need and who can help them fast, never feeling blocked, lost, or overwhelmed along the way.
- Know their contributions are seen and matter.
- Feel part of an extended, connected team accomplishing things together.

The flywheel of success

When an employee knows they've made a contribution that matters, they become energized and want to contribute even more. This creates what we call the flywheel of success.

And once that flywheel is spinning, a culture of success emerges that energizes the entire organization. Shared accomplishment is viral—humans love to succeed.



The impact on your organization

Achieving a culture of success brings powerful outcomes to your organization:

Impact	Without a culture of success	With a culture of success
Work	Siloed and blocked	Connected and enabled
Productivity	Low	High
Innovation	Stagnated	Enabled
Culture	Fragmented and de-energized	United and thriving
Retention	Low	High

We'd love to explore these ideas with you. [Let's connect.](#)

[Learn more](#) about Jostle's employee success platform.