

The Value of Human Connection in Career & Performance Management

Human connection is a critical component of helping people perform to their potential at work. According to Gallup, people with strong work friendships are 7x more likely to be engaged in their jobs, are better at engaging customers, and produce higher-quality work. Human connections amplify your performance management processes — making career and feedback conversations more consistent, frequent, accessible, and powerful.

Human Connections Help Employees Develop & Grow

Human connection is a crucial aspect of helping employees grow and perform to their potential at work. By establishing a foundation of shared affinity and empathy among co-workers and leaders, companies can make feedback, coaching, and career development much more personal, meaningful, and effective.

Studies have shown that employees with a higher sense of belonging and connection are more engaged, which in turn leads to higher levels of productivity and retention. We also know from scholarship that social capital created through work friendships enhances the friends' job performance, pay, and career advancement — increasing motivation and helping employees meet goals. Overall, according to Deloitte, 93% of companies agree that a sense of belonging drives organizational performance.¹

Companies can help set employees and managers up for success by facilitating more cross-connections that provide people with critical instrumental, informational, and emotional support.



Gallup has repeatedly shown that having best friends at work is key to employee engagement and job success. Gallup data indicate that having a best friend at work is strongly linked to business outcomes, including profitability, safety, inventory control and retention.

Alok Patel and Stephanie Plowman, "The Increasing Importance of a Best Friend at Work," 2022



Human Connections Positively Impact:

- ✓ Talent Management
- ✓ Performance Management
- ✓ Productivity and Growth
- ✓ Goal Attainment
- ✓ Skills Acquisition
- ✓ Feedback and Coaching Quality
- ✓ HiPo and Succession Planning
- ✓ Leadership Training
- ✓ Recognition and Rewards

Here are some of the ways a flow of human connections helps organizations and people to perform better:

Improves employee performance, productivity, and growth

According to Gallup, employees with a higher sense of belonging are more engaged, which leads to higher levels of productivity and retention.

Deloitte has also flagged belonging and human connection as one of the most important human capital issues facing companies. Nearly eight out of ten companies (79%) surveyed told Deloitte that fostering a sense of belonging in the workforce was a priority, and 93% agreed that a sense of belonging drives organizational performance. In a quick poll we conducted in 2022, 94% of employees agreed that they're more productive when they feel connected to their colleagues.

Creates an informal culture of feedback, connection, and support

When we connect people to one another, we also strengthen important informal support systems that support employee development, trust, and psychological safety. Studies have shown that having friends and allies in an organization is an important contributor to success. In fact, Gallup has found a strong correlation between having a best friend at work and performance. Currently, only 2 in 10 employees report having a best friend at work, but Gallup believes increasing this ratio to 6 in 10 could reduce safety incidents by 36%, increase customer engagement by 7%, and lift profits by 12%.

Increases empathy and helping behaviors across your organization

Helping behavior is a critical component of well-being that is created through human connection. This is the lifeblood of mentoring relationships, buddy systems, cohorts, and work friendships — all of which help strengthen employees' belonging, development, and performance. Research finds

helping is beneficial not only for those who receive help, but also for those who provide it. When organizations facilitate lines of communication between employees, they can connect directly to one another to ask for and offer help.

Helps people to better understand and align with business objectives

Work relationships contribute to our feelings of validation and the value of our work contribution — making us feel we are appreciated. They also connect us to a shared purpose and alignment that helps us feel more confident, capable, and valued in our work. **Work relationships offer us emotional support in our work lives and the feeling that we are in alignment and are contributing to company success.**

Creates more equitable, consistent career development

When more people are involved in employee development and growth, it increases access and equity for employees. Where an unskilled manager might create a single point of failure in performance management, adding human connections creates new feedback sources and instrumental, informational, and emotional support.

Nurtures a strong leadership talent pipeline and development opportunities

Human connection is also an important contributor to the talent pipeline, establishing important foundations to develop an organization's future leaders. Work relationships give employees the resources, opportunities, mentors, and advocates that help them more easily grow, transition, and advance their careers.



Enboarder Makes The Human Connections That Amplify Performance

Enboarder simplifies and amplifies performance management — making career and feedback conversations more consistent, equitable, and powerful. Our own research shows that 82% of employees are more motivated to work on a project or program when they feel close to their teams. Half of all managers are struggling to provide enough human connection for their teams, but Enboarder gives leaders the tools they need to connect humans and create that culture of feedback and support.

Enboarder's Workflows offer prompts and reminders that cut through the noise and drive meaningful behavior that aligns with your organization's values and business objectives. They connect people to the critical instrumental and informational support that they need to deliver their best possible performance.

Our People Connector also helps employees find and connect with humans across their organization — so they can find the emotional support they need to feel they belong and can thrive in your organization.

Contact us for a guided tour of the Enboarder platform, and see what better human connection can do for your organization.

[Contact Us Now](#)