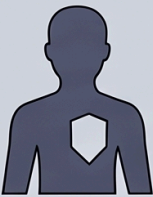
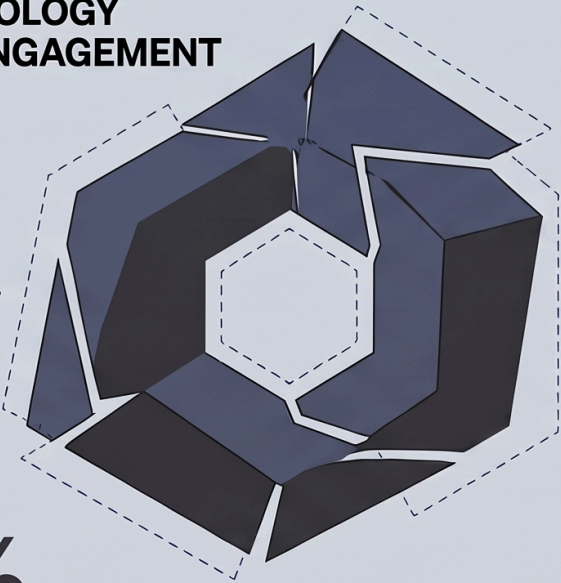


THE SLOW DEATH OF AMBITION: BEYOND THE ILLUSION OF EMPLOYEE RETENTION

THE HIDDEN PATHOLOGY OF AMBIENT DISENGAGEMENT

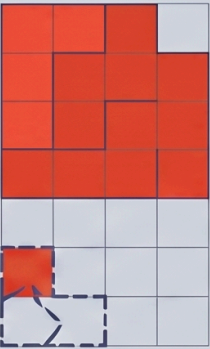
SURFACE
COMPLIANCE vs.
DEEP ENGAGEMENT



57%
PERFORMANCE GAP

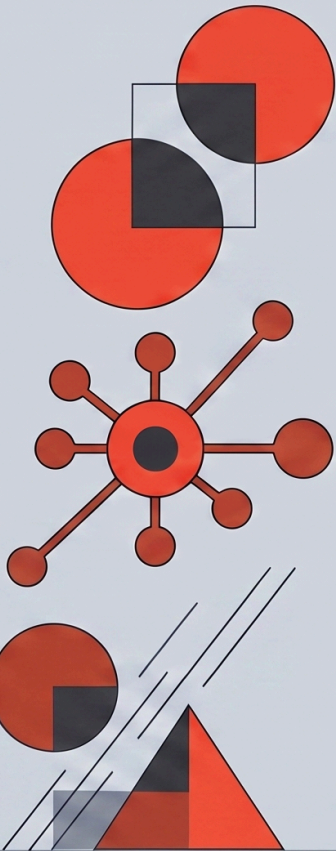


THE ILLUSION OF STABILITY



**SENIOR
EXECUTIVES**
80%
believe employees
are treated well

EMPLOYEES
8%
agree with
leadership's
assessment



**TRANSPARENT
EFFORT-OUTCOME
LINKAGES**
Ensure employees can
trace a direct line from
individual contribution to
meaningful results.

**DISTRIBUTED
AUTHORITY AND
OWNERSHIP**
Granting genuine autonomy
over work processes predicts
intrinsic motivation more than
empowerment rhetoric.

**THE GROWTH-FOR-
CONTRIBUTION
CONTRACT**
Shift the psychological contract
from job security to guaranteed
capability development and
employability.

**EVIDENCE-BASED
INTERVENTIONS
FOR VITALITY**