

## Meaningful Work Inventory®: The Five Pillars of Strength

### Comprehensive, yet concise.

The MWI is an employee survey that taps over **40 dimensions** in about **15 minutes**, including employee engagement the way it was first conceived, and now nearly forgotten. It includes both drivers *and* outcomes to get the full picture. Go with a shorter survey, and you may miss critical drivers. What isn't measured cannot be changed.

### Measure what matters.

The MWI taps *only* evidence-based drivers that move the meter on employee outcomes. No fads, hearsay, nor folk wisdom. For every **10% increase** on the MWI, expect an almost **9% increase** in employee satisfaction, commitment, stay intentions, and lower burnout.

### Measure what *really* matters.

Some of the strongest work drivers are *meaningful* (i.e., what really matters to people). Ironically, most surveys miss this. The MWI is aligned with over 20 models of human meaning. Trends suggest that this is where employee motivation is going.

### Measure what is *real*.

The MWI was developed over 7 years using **psychometric best practices**. It has been presented to the American Psychological Association and used in national, peer-reviewed research in academic journals. This suggests that peaks and valleys in your data are *real*, rather than flukes of poor measurement. The MWI also predicts key outcomes *more strongly* than other surveys. This all translates to accurate goals for change.

### Smart reporting.

Go beyond binders of bar charts and percentages to get the *why*, not just the *what*. The MWI taps driver-outcome linkages, allowing you to mathematically diagnose issues. **Advanced analytics** and data mining can uncover hidden drivers, employee risk groups, and a handful of things to prioritize actions.