



Adapting to the 'Great Detachment': Re-engaging a Disconnected Workforce

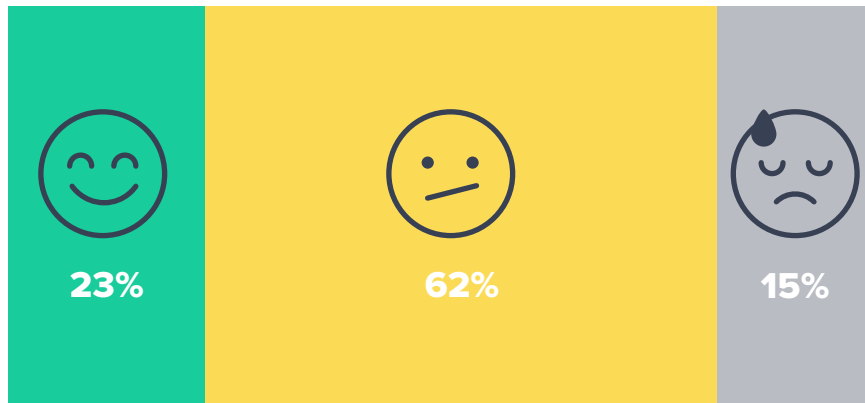




Look around your workplace. Does it feel quieter, less energized, or lacking the excitement it once had?

If so, you are not alone. The workplace has undergone unprecedented changes in recent years, leading to what experts call “The Great Detachment” — a phenomenon where employees feel increasingly disconnected and disengaged from their work. While this shift has introduced significant challenges for organizations, it also opens the door to reimagining workplace culture. It’s an opportunity to foster environments that inspire engagement, fuel collaboration, and rekindle employee happiness.

In this guide, we will explore the causes and impacts of The Great Detachment and outline actionable strategies — including the powerful role of food at work — to re-engage employees and create thriving workplace cultures.



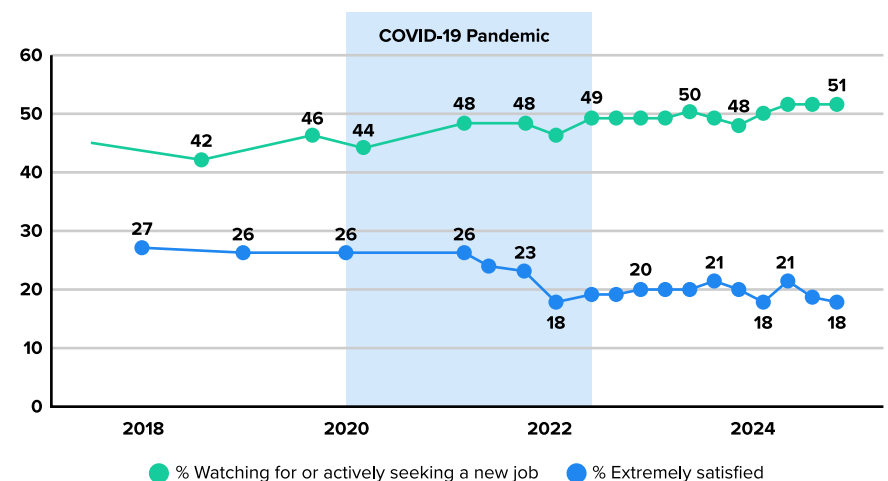
77%
of employees are
disengaged
at work

Understanding the ‘Great Detachment’

We all know the workplace has undergone massive shifts in the last few years -- but we haven't truly understood the impacts, until now. According to [Gallup's State of the Global Workplace Report](#), only 23% of employees are actively engaged, while a staggering 62% are quietly disengaged — doing only the bare minimum. Even more concerning, 15% are actively disengaged, meaning they feel miserable at work.

So how do we make efforts towards re-engaging the workforce? First, we have to understand the root causes of disengagement and address them with intentional, meaningful strategies.

Overall Satisfaction and Intent to Leave, Among U.S. Employees (Gallup)



Economic Pressures and Job Insecurity

Financial instability is a key driver of employee disengagement. As inflation rises and wages fail to keep pace, many workers feel stuck in jobs they don't love simply because they can't afford to leave. Because of this, employees struggling with financial insecurity may be less engaged and more prone to burnout.

Shifting Workplace Dynamics & Hybrid Work Challenges

The shift to hybrid and remote work has helped many employees achieve better work-life balance, but it has also led to greater disconnection. Many remote workers feel isolated, left out of key discussions, or undervalued due to a lack of in-person interaction.

Lack of Growth and Career Development Opportunities

Workers who don't see opportunities for growth are at risk of feeling disengaged. They are more likely to feel stagnant, uninspired, and ultimately leave. According to [Forbes](#), companies that fail to invest in employee development typically experience higher turnover and lower performance.



Why does this all matter?
Because people and profits are at stake.

Employee disengagement is more than just a morale issue. [Gallup \(2024\)](#) reports that disengagement costs the global economy \$8.8 trillion annually in lost productivity, leading to higher turnover, reduced efficiency, and slower growth.

Here are three proven strategies to re-engage your workforce and improve both employee satisfaction and business performance.



Proactive Strategies for a Reconnected Workforce

Employees are the lifeline of any company. When they thrive, the business thrives. However, many workers today feel that their companies prioritize profits over people, leading to a cycle of disengagement and high turnover. To reverse this trend, organizations must go beyond surface-level perks and invest in initiatives that make employees feel valued — not just as workers, but as individuals.

Open Communication and Transparency

(Gallup, 2024)

A strong workplace culture starts with open and honest communication. Employees want to feel informed about business decisions, valued for their contributions, and included in the organization's mission. Gallup's research shows that when employees understand how their work contributes to broader company goals, engagement skyrockets. Organizations can foster engagement by prioritizing two-way dialogue, acting on employee feedback, and promoting transparency, and using communication channels to keep employees informed and connected.

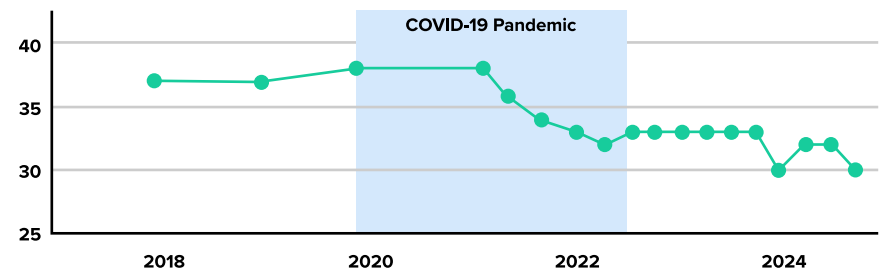
Companies that improve clarity of expectations see:

9%
increase in
profitability

11%
improvement
in work quality

US Employee's Connection Between Mission/Purpose & Their Job *(Gallup)*

● % strongly agree: The mission or purpose of my company makes me feel my job is important



Prioritizing Growth and Development

Career stagnation is a major reason employees disengage. People want to feel like they are progressing, learning, and developing new skills. When organizations invest in professional growth, employees are more likely to stay motivated and committed to their work. Providing access to formal training programs, mentorship initiatives that connect employees with senior leaders, and clear career roadmaps can help employees visualize their future within the company.

Improving career development opportunities has been shown to:

reduce turnover

32%

& boost productivity

15%

(UMassGlobal)



Enhancing the Workplace Experience with Meaningful Perks

Workplace perks shouldn't just be about flashy benefits — they should create real value for employees. One of the most impactful (yet often overlooked) engagement strategies is food at work. Shared meals foster a sense of community, encourage spontaneous collaboration, and make employees feel valued. They are also frequently occurring “sticky” engagement points - unlike a single holiday party or team outing.

93% of professionals believe that having food at work impacts employee morale.



(Fooda, 2023)

A great workplace experience isn't just about perks — it's also about creating frequent moments that bring people together. **And few things are as universally powerful as sharing a meal.**



Food at Work: A Key to Reconnection

Think about any gathering you've been to recently -- maybe it was a party for your friends, a dinner with your family, or lunch with your coworkers. What is the common theme here? Food. Meals have long been a cornerstone of human interaction. And the workplace is no different.



Food as a Workplace Engagement Strategy

Shared meals create natural moments for employees to engage with one another, breaking barriers and creating stronger team dynamics. Whether it's grabbing lunch together or celebrating a work milestone, food provides an organic way to build relationships.

Additionally, providing food at work sends a clear message: *we care about you*. Studies show that employees who feel appreciated are more productive, more satisfied, and less likely to leave their jobs. Companies looking to build stronger workplace connections and improve retention should consider food as an investment — not just a benefit.



The Ripple Effect of Investing in Food

When companies prioritize food as part of their workplace experience, the benefits extend beyond just mealtime. Offering high-quality, convenient dining options can help:

- Strengthen team cohesion by encouraging employees to eat and interact together.
- Reduce decision fatigue and lunchtime stress by making healthy, delicious food easily accessible.
- Improve workplace attendance by creating a more enjoyable and engaging environment.
- Enhance employee satisfaction and retention, reinforcing that the company values its people.

A recent report revealed that 57% of employees consider free or subsidized food as the most appreciated workplace perk, ranking it higher than other benefits. ([CSP daily news, 2023](#)). By making food a central part of the employee experience, organizations can transform their workplace into a space where employees want to be.



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How Fooda Helps Companies Reconnect Their Workforce

Fooda offers a variety of innovative workplace dining solutions designed to create meaningful experiences around food while providing employees with choice, convenience, and quality.

Here's are some examples of how Fooda's solutions can transform workplace culture:

Restaurant Popups: Daily rotating restaurant Popups bring authentic local dining experiences directly to your office, offering employees variety and excitement with minimal planning.

Individual Lunch Delivery: Employees can order their favorite meals from a variety of local restaurants and have them delivered directly to the office. This “virtual food hall” provides flexibility and convenience.

Enterprise Cafeteria Solutions: Replace traditional cafeterias with innovative, cost-effective options that feature local restaurants and dynamic menus.

Pantry Services: Stock your office with snacks, beverages, and fresh foods to keep your team fueled throughout the day.

Subsidized Lunch Programs: Employers can cover part or all of the cost of meals, making it easier to provide an engaging and appreciated perk.

The Path Forward

The Great Detachment is not a dead end — it's a wake-up call.

Organizations that listen, innovate, and invest in their employees will rebuild workplaces and create environments where employees feel valued, inspired, and connected.

Food plays a pivotal role in this transformation. From fostering connections over shared meals to enhancing employee well-being with diverse, healthy options, food has the power to drive engagement and strengthen workplace culture.

Now is the time to act.

Let's create a workplace where every employee feels supported, connected, and ready to contribute their best. Explore how Fooda can help make this vision a reality.

Talk to Fooda to learn more.

fooda.com/contact-us