

WorkTime: what's the right productivity goal for my team?

Contents

Strategies from WorkTime customers.....	1
Highly Engaged Managers.....	1
Moderately/Minimally Engaged Managers.....	1
What is “Correct” productivity percentage?.....	1
Example 1 – Highly Engaged Manager	2
Example 2 – Highly Engaged Manager	3
Example 3 – Moderately Engaged Manager	3
Example 4 – Minimally Engaged Manager	4
Example 5 – Minimally Engaged Manager	4
Conclusion.....	6
Try WorkTime now – 14 days Free on the Enterprise plan	6

Strategies from WorkTime customers

Highly Engaged Managers

Highly engaged managers find it helpful to use productivity reports as a tool for communication and improvement. The most engaged managers don't just look at the numbers - they **share reports with their teams, discuss performance regularly, and use the data to support growth and goal achievement.**

Moderately/Minimally Engaged Managers

Others inform employees that monitoring is in place and occasionally review the reports or receive scheduled reports, but typically only address issues when something stands out in a negative way - not necessarily to encourage progress or improve results.

What is “Correct” productivity percentage?

There's no single “correct” productivity percentage, as it depends on your industry, company culture, and goals. The key is how you use the data: **as a collaborative tool** or **just a control mechanism**. We're here to help you find the approach that best fits your team.

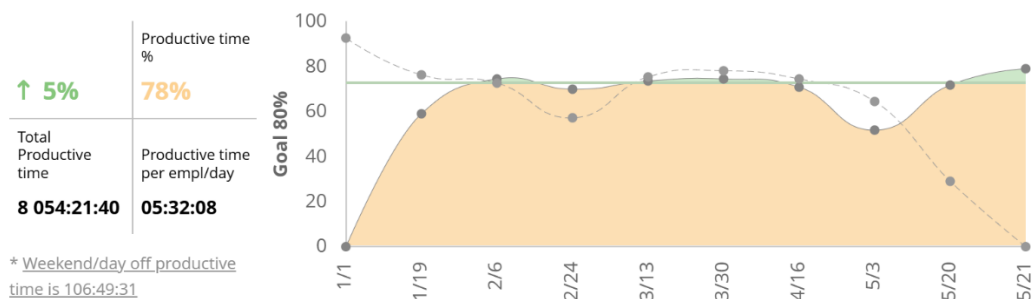
Example 1 – Highly Engaged Manager

Douglas R., CTO, Telecommunications: This manager actively uses WorkTime and regularly discusses the data with the team. Everyone has access to reports, and performance is part of ongoing conversations.

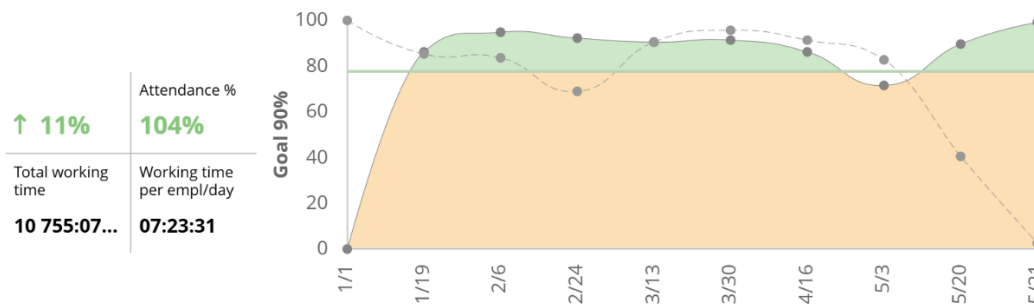
Goals:

- Productivity: **80%**
- Attendance: **90%**
- Active Time: **80%**

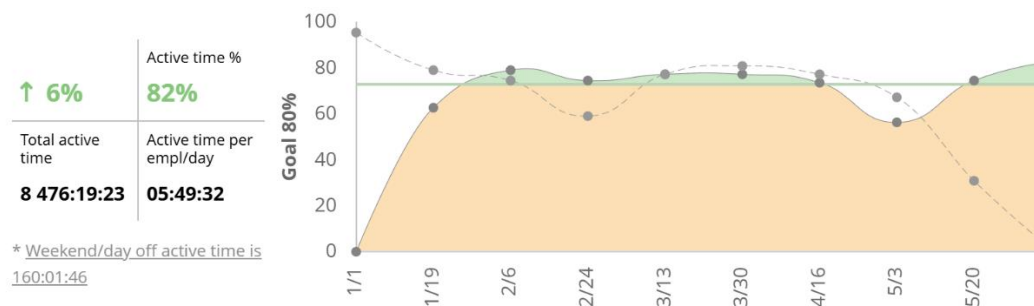
Productivity progress



Attendance progress



Active time progress



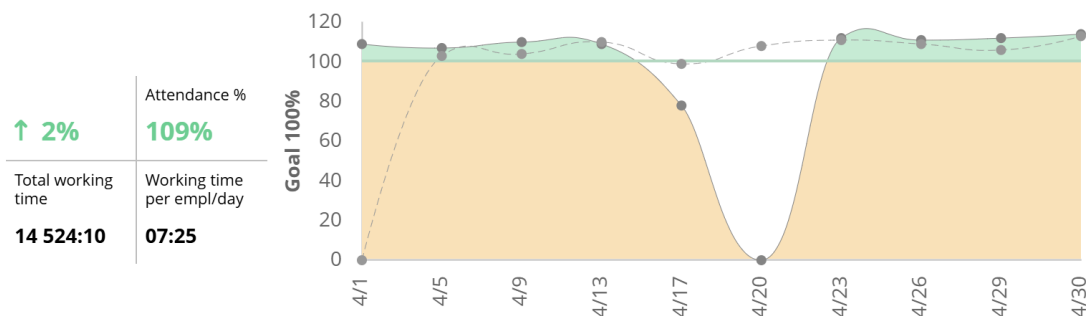
Example 2 – Highly Engaged Manager

Technical Services for the Commercial Roofing Industry: This is a highly engaged manager. His attendance goal, for example, is at 100%. On average, their employees show 110% attendance.

Goals:

- **Productivity: 80%**
- **Attendance: 100%**
- **Active Time: 85%**

Attendance progress



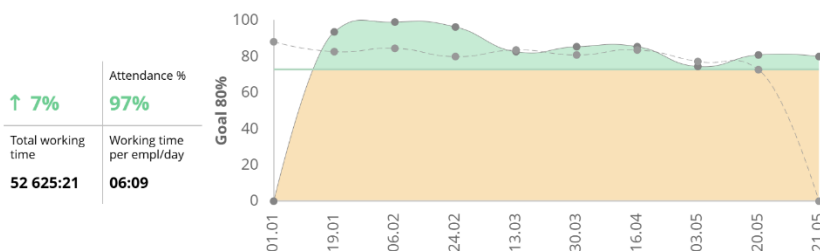
Example 3 – Moderately Engaged Manager

Karin R., IT Manager, Financial Services: This manager checks reports and has clear goals but interacts less frequently with the team about the data. Reports are still visible to everyone.

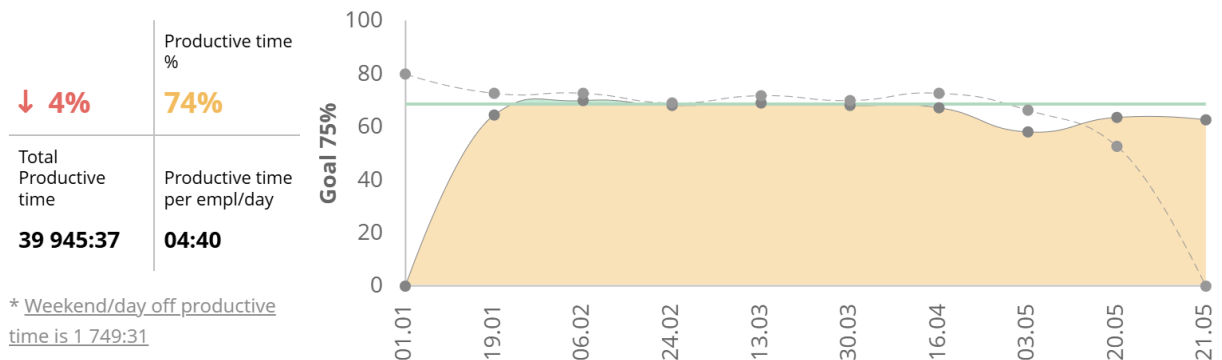
Goals:

- **Productivity: 75%**
- **Attendance: 80%**
- **Active Time: 75%**

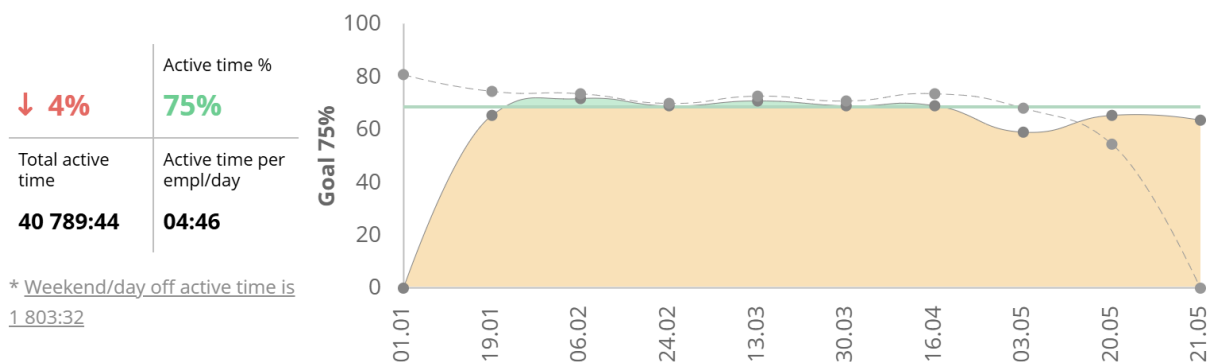
Attendance progress



Productivity progress



Active time progress



Example 4 – Minimally Engaged Manager

Bruce P., Accounting Manager, Accounting: This manager has WorkTime in place and makes reports visible to the team but rarely discusses them unless a serious issue arises.

Goals:

- Productivity: **65%**
- Attendance: **50%**
- Active Time: **75%**

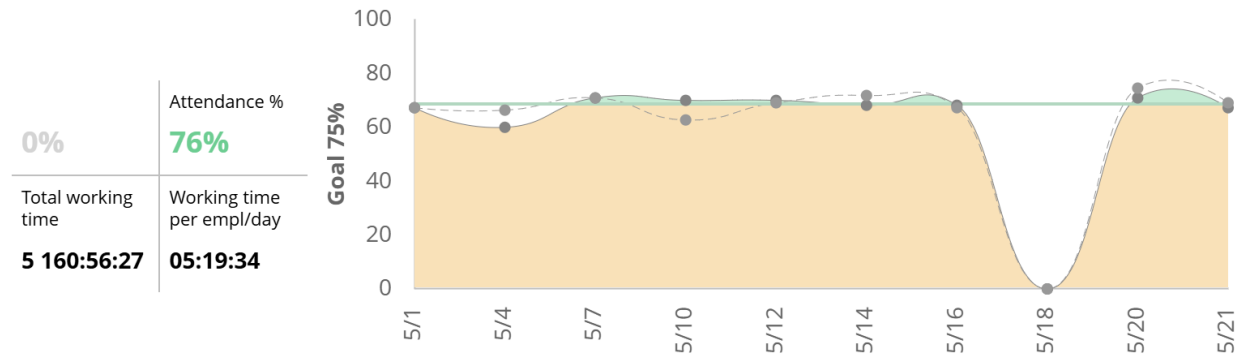
Example 5 – Minimally Engaged Manager

Scott C., Operational Manager, Service-Based Organisation

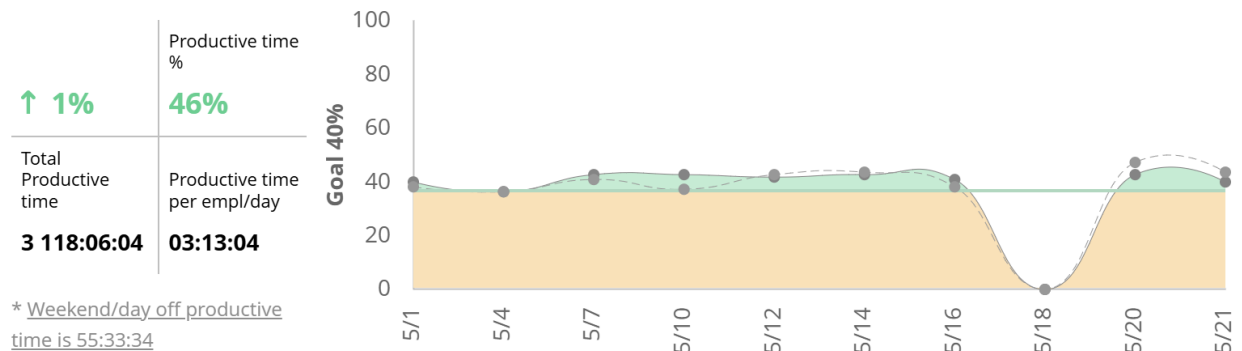
Goals:

- Productivity: **40%**
- Attendance: **50%**
- Active Time: **75%**

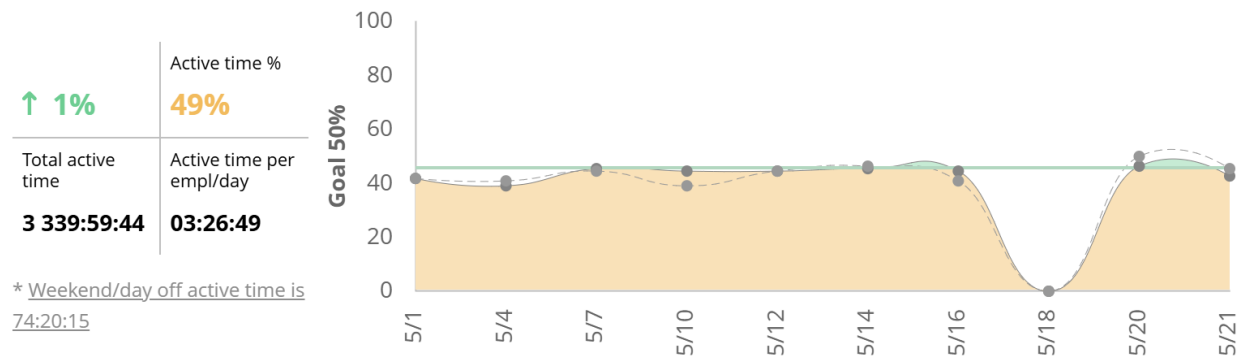
Attendance progress



Productivity progress



Active time progress



Conclusion

These examples show that the right numbers vary by leadership style. What matters most is that your goals reflect **what you want to achieve**, and that the data is used to **support improvement and transparency**—not just control.

We'd be happy to help you set initial targets based on your industry and management preferences.

[Try WorkTime now](#) – 14 days Free on the Enterprise plan

Experience privacy-first, performance-focused monitoring.

Questions? We're here to help - info@worktime.com [1-877-717-8463](tel:1-877-717-8463)