**Assessment of Employee Engagement**

Use this brief instrument to gain an idea of employee engagement in your organization and where you may need to focus your immediate efforts.

For each item described rate it on a 1-5 scale where **1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; and 5 = Strongly Agree**

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| **Factor** | **Rating** |
| The front line employees in my organization enjoy their work. |  |
| Managers are supportive and encouraging. |  |
| Senior leadership provides the necessary resources for performing work tasks. |  |
| There is little bureaucracy in my organization. |  |
| Organizational policies and procedures are not barriers to performing jobs. |  |
| Employees have the autonomy to use their good judgment in performing their jobs, as long as they comply with defined core standards and measures. |  |
| The organization encourages and supports a healthy work-life balance. |  |
| **Total** |

30-35 Your organization is well on its way to having an engaged workforce. Look for ways to continue to support this workplace through employee selection and leadership training with continued emphasis on the factors that support and encourage engagement.

20-30 Your organization has the right idea with respect to employee engagement. With some added emphasis to the antecedents to engagement, the engagement goal will be attainable. Look to the areas scoring less than 5 points, and focus on them for where to improve.

10-20 Your organization has heard of employee engagement, but doesn’t quite know what to do to engage employees. Look to the areas scoring less than 5 points and identify areas for improvement.

<10 Your organization is not focused on employee engagement. You have a long road ahead.