

EMPLOYEE ENGAGEMENT AUDIT

Engage the Troops and Get Out of the Way | Febraury 24, 2011



1. Our company leadership articulates and demonstrates our mission in a very COMMITTED fashion. (Consider ALL company leaders, managers and supervisors.)

Low 1 2 3 4 5 High

2. Our company is highly COHESIVE, and individual behavior is aligned with organization objectives.

Low 1 2 3 4 5 High

3. Our quality standards and performance expectations are communicated with CLARITY to all employees, and all are held accountable for their role in supporting and evidencing those standards.

Low 1 2 3 4 5 High

4. The level of CREATIVITY in our company is very high, with individuals and teams continuously striving for improved ways of doing business.

Low 1 2 3 4 5 High

5. Our work environment is truly safe in every way on a CONSISTENT basis.

Low 1 2 3 4 5 High

Notes:

CHANGE THE GAME.



6. Our company CARES about its workers, their professional development and overall well being.

Low 1 2 3 4 5 High

7. We are COMPENSATED well for the contributions we make, both financially and emotionally.

Low 1 2 3 4 5 High

8. COMMUNICATION is a strength for our organization; we have all the necessary information we need to make sound and effective decisions at all levels.

Low 1 2 3 4 5 High

9. We all work well together and feel that we are part of a fortunate COLLABORATION.

Low 1 2 3 4 5 High

10. Despite the ups and downs in any business, we are CONNECTED fully to a prosperous future that we will all benefit from.

Low 1 2 3 4 5 High

- Insurance
- Benefits
- Insight

CHANGE THE GAME.

HNI

Add up your score: _____

If you scored between 10-20, your workplace is lacking in employee engagement, but you didn't need our audit to tell you that. Poor employee engagement is felt at all levels of an organization and productivity and profitability take a hit as a result of it. While taking on your engagement problems may seem like a battle with no end in sight, there are steps you can take to improve upon this wicked problem.

If you scored between 30-35, your organization is strong in some areas of employee engagement, but there is clear room for improvement in others. Maybe engagement hasn't spread through all levels of your organization. Maybe communication and opportunities for collaboration are lacking. In any case, the productivity and profitability of your business will not reach their potential until you take action to address your employee engagement issues.

If you scored between 35-50, you are fortunate enough to be part of a highly engaging work place. While there is always room for improvement, your responses indicate that your organization is ahead of the curve in terms of achieving employee engagement and satisfaction.

Whatever your score, we hope this audit helped point out some areas to consider when evaluating your engagement. Each of the 10 questions touched on a different facet of employee engagement, each vital to the happiness of employees and to the long-term success of an organization.

Notes: