

Employee Engagement – Lifecycle Practice #3

Employee engagement is the emotional commitment the employee has to the organization and its goals. Engaged employees care about their work and the company. Employee satisfaction and happiness are factors contributing the engagement of employees. The questionnaire below will help you to identify key areas where the organization may have an opportunity to improve employee engagement.

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| 1. Employees know the value of your organization and why we do what we do? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 2. Communication is planned, consistent and of value to employees? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 3. Your organization has a focus on the Health and Wellness of its employees? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 4. All employees have a safe and healthy work space and environment? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 5. The roles of your employees are well defined? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 6. Employees within the organization have healthy relationships with colleagues? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 7. The organization takes time to recognize and appreciate employees? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 8. The organization has incentives available to the employees? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 9. Overall, the organization has Manager buy-in? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |
| 10. There are opportunities available for personal growth and development? | <input type="checkbox"/> YES or <input type="checkbox"/> NO |

Employee Climate Survey Components

The thought processes, perceptions, and realities in each of the minds of your employees has an effect on the overall operations of your entire organization. S3 Management Group recommends performing an Employee Climate survey with the following components to assist you in assessing and prioritizing the unique needs of your organization.

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| • Management Values at Work | • Organizational Climate |
| • Personal Values at Work | • Organizational Drive |
| • Communication | • Workforce Retention |
| • Job Satisfaction | • Organizational Stability |
| • Compensation & Benefits | • Organizational Change |