

Employee Engagement Self-Assessment

Employee engagement is widely recognized as a key driver of organization performance, job satisfaction, and reduced employee turnover. The term “employee engagement” applies to employees at each level of the organization: entry level, technical, supervisors, professional staff, and managers.

This brief self-assessment shows some of the items we are currently using. This brief employee engagement survey can help you identify where your organization is doing well and where it may need to improve.

Please provide answer each question using the following scale:

- 5 = SA – Strongly Agree
- 4 = A – Agree
- 3 = N – Neither Agree nor Disagree
- 2 = D – Disagree
- 1 = SD – Strongly Disagree

#	ITEM	How accurately does this statement describe how you feel?				
		SA	A	N	D	SD
1	I would recommend my company as a great place to work.	5	4	3	2	1
2	I rarely think about looking for a job at another company.	5	4	3	2	1
3	I see myself still working at our company in two years’ time.	5	4	3	2	1
4	The leaders at the company keep people informed about what is happening.	5	4	3	2	1
5	My manager is a great role model for employees.	5	4	3	2	1
6	The leaders at our company have communicated a vision that motivates me.	5	4	3	2	1
7	I have access to the things I need to do my job well.	5	4	3	2	1
8	Most of the systems and processes here support us getting our work done effectively.	5	4	3	2	1
9	I know what I need to do to be successful in my role.	5	4	3	2	1
10	I receive appropriate recognition when I do good work.	5	4	3	2	1
11	My manager has shown a genuine interest in my career aspirations.	5	4	3	2	1
12	I believe there are good career opportunities for me at this company.	5	4	3	2	1
13	I am proud to be a member of my team.	5	4	3	2	1
14	I am satisfied with the way my company has managed both its business and people during this time.	5	4	3	2	1

SCORING AND INTERPRETING RESULTS

Step 1: Calculate your score by adding up your responses.

Step 2: Use the interpretive guide below to understand the meaning of your results for each area.

SCORE	INTERPRETATION	ACTION
62 - 70	Very Positive (+++)	Leverage and maintain
55 - 61	Quite Positive (++)	Refine and reinforce
48 - 54	Positive (+)	Examine and improve
41 - 47	Neutral	Search for improvement
34 - 40	Area of Concern (-)	Investigate and correct
27 - 33	Strong Concern (--)	Stop, rethink, and redirect
20 - 26	Very Strong Concern (---)	Stop, rethink, and redirect

Step 3: Group all of the items with scores of 4 and 5. Ask yourself what you can do to build on these strengths.

Step 4. Look at the items with a score of 3. Ask yourself what you can do to improve these scores.

Step 5. Look at the items with scores of 1 and 2. These items deserve your immediate attention. Ask yourself what you can do have a major positive shift on these scores.

Many organizations have found it invaluable to involve employees in using these item scores to identify needed changes in the organization.

Scontrino-Powell can help you improve your scores. Even if your organization is already performing well, we can help you get to the next level. Call or email for a free initial consultation.