

Unstoppable Employee Engagement Assessment

Understanding how to increase employee engagement begins with creating an environment in which there is trust between employees and the organizational leaders. Trust is created through frequent and honest dialogue in which employees share what's working and what's not; leaders take this information and use it to drive improvement and changes that help employees be more effective in their roles.

The following are the foundational questions to be used when initiating this dialogue. The key is not to interrogate employees with these questions, but rather dive deeply into understanding what motivates employees and what needs to change in order to increase efficiency.

Key Questions:

1. What do you currently enjoy about working here? Be specific about your role and responsibilities.
2. What would you like to see change about the structure, roles, or responsibilities (i.e. is there any duplication of efforts or gaps that need to be addressed)?
3. Are there things you don't like or that cause you frustration (i.e. list)?
4. How responsive are supervisors and management to answering your questions or meeting your needs (i.e. provide specific examples)?
5. If there were things you could/would change here, what would they be (i.e. Communication, Procedures, Facilities, Roles, Responsibilities)?
6. Are there other areas of the company in which you would like to be involved (i.e. committees, other roles, future leader)?
7. If there are areas that need improving (i.e. procedures, communications), how likely are you to want to be involved in deciding upon or introducing the change?