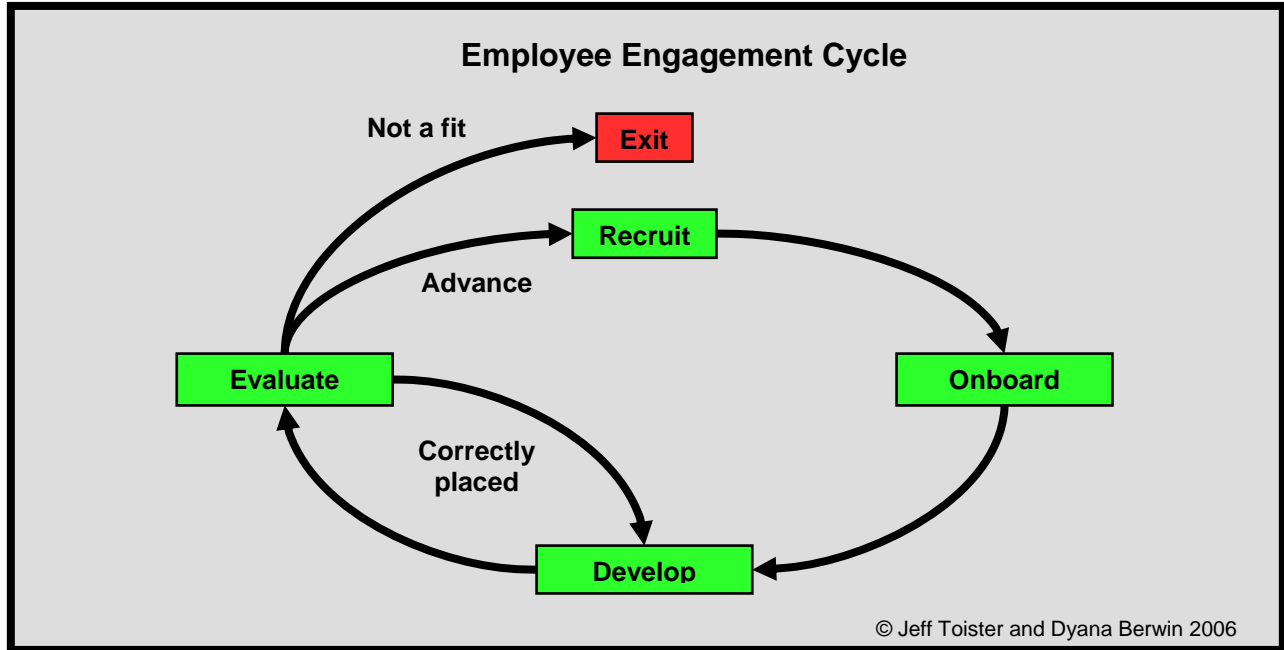




Employee Engagement Assessment

Overview

Employees who are committed to their organization’s mission, vision, and goals are often referred to as “engaged”. Companies can improve employee engagement by focusing on the five parts of the Employee Engagement Cycle.



Employee Engagement Alignment Check

Please read the five statements below and rate your organization on a scale of 1 (rarely) to 5 (almost always).

1. Our organization effectively recruits highly talented employees.
2. We consistently give new employees the training and organizational orientation they need to succeed quickly.
3. Systematic employee development programs are in place to help employees improve performance and prepare for future roles.
4. Annual performance reviews are used to evaluate both individual and organizational talent levels and forecast future talent needs.
5. Poorly performing employees are moved into a new role or removed from the organization.

Rating (1 – 5)
Total Score

KEY

Total Score	Result
20 - 25	Congratulations! You are aligned!
13 - 19	Partial alignment. Some areas for improvement.
< 12	Out of alignment. Your employees may be disengaged.